



UNIVERSITY OF THE PUNJAB

B.S. 4 Years Program / Eighth Semester – Spring 2022

Paper: Human Resource Development

Course Code: BBA-418

Roll No.

Time: 3 Hrs. Marks: 60

THE ANSWERS MUST BE ATTEMPTED ON THE ANSWER SHEET PROVIDED

Q.1. Give short answers to the following questions. (15x2=30)

- a) Distinguish between IIRD and Human Resource Management (HRM).
- b) Describe Anticipatory Socialization.
- c) What is Attitude?
- d) Describe Potential Ratings.
- e) How would you explain Organization Change Agent?
- f) What do you mean by Training Competencies?
- g) What is Job inventory questionnaire?
- h) What is Intelligent Computer-Assisted Instruction?
- i) What is E-learning?
- j) Describe the term Pedagogy.
- k) When to use Realistic Job Previews?
- l) What is On-the-job Training?
- m) Explain Assessment Centers.
- n) How would you explain the term Social Loafing?
- o) What is Positive Transfer of Training?

Answer the following Questions. (3x10=30)

Q.2 Explain the major functions of Human Resource Development.

Q.3 What is Orientation? Explain key elements to design and implement an effective Orientation Program.

Q.4 What is Career Development? Explain the traditional Models of Career Development.