

Human resource development (HRM627-727) MSBAVU

Subjective For Midterm Papers

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Give your views about the importance of group decision making? (3marks)

Answer:

There is much importance of group decision making because of its advantages.

Advantages of Group Decision Making

1. Provide more complete information
2. Generate more alternatives
3. Increase acceptance of a solution
4. Increased legitimacy

(Marks: 3)

What factors distort communication of emotions?

Answer:

Various emotions on the part of one or both participants may obscure or distort intended meanings. Fear, anxiety, defenselessness, embarrassment, hostility and depression are common emotional responses in healthcare context which may prevent good communication, particularly if they are unacknowledged by one or both parties.

(Marks: 5)

Differentiate between cross-functional team and functional teams?

Answer:

Functional Team

A type of work team composed of a manager and his or her subordinates from a particular functional area.

Cross-Functional Team

It is a type of work team that's a hybrid grouping of individuals who are experts in various specialties and who work together on various tasks.

(Marks: 3) Give any three common expressions based on Visual sub modalities?

Answer:

COMMON EXPRESSIONS BASED ON: Visual

Submodalities— That really brightens my day. That puts things in a better perspective. That's a top priority. This guy has a checkered past. Let's look at the big picture. This problem keeps staring me in the face.

(Marks: 5) Can we say the Poverty as a critical problem of HRD? Discuss why or why not?

Answer:

Yes, we can say that poverty as critical problem of HRD. The HRD programmes fail due to poverty, social injustice, low quality education and illiteracy. The achievement of sustained and equitable development remains

the greatest challenge facing the human race. Despite good progress over the past generation, more than 1 billion people still live in acute poverty and suffer grossly inadequate access to the resources-education, health services, infrastructure , land and credit-required to give them a chance of a better life. The essential task of development is to provide opportunities so that these people and hundreds of millions not much better off, can reach their potential.

(Marks: 5) Identify any five Prerequisites of Organizational Democracy?

Answer:

Prerequisites of organizational democracy:

1. A more provisional sense of temporality towards organizations than that of bureaucracy
2. A climate (culture) in which constructive mutual and self-criticism can flourish
3. Small size
4. Homogenous membership in terms of backgrounds and values
5. A turbulent and dynamic environment around the organization so that the organization's main focus in innovation and idea generation (differentiation) rather than efficiency (cost leadership)
6. A team culture
7. An internal environment where employees trust each other and this trust is emanating from the leadership of the organization
8. A horizontal and flat organization as opposed to a tall and vertical one

(Marks: 5) Mostly, people think that health and fitness are same. Do you agree with this or not? Justify your answer.

Answer:

No, am not agreeing with this because fitness and health are different. **Fitness** is “the physical ability to perform athletic activity.” **Health**, however, is defined as “the state where all the systems of the body – nervous, muscular, skeletal, circulatory, digestive, lymphatic, hormonal, etc. – are working in an optimal way....”

Most people think that fitness implies health, but the truth is that they don’t necessarily go hand in hand. It’s ideal to have both health and fitness, but by outing health first, you will always enjoy tremendous Benefits in your life.

The biggest difference between health and fitness comes down to understanding the distinction between *aerobic* and *anaerobic* exercise, between *endurance* and *power*. Aerobic means, literally, “with oxygen,” and refers to moderate exercise sustained over a period of time. Your aerobic system is your system for endurance, and encompasses the heart, lungs, blood vessels and aerobic muscles. If you activate your aerobic system with proper exercise and diet, you burn fat as your primary fuel.

On the other hand, anaerobic means, “without oxygen,” and refers to exercises that produce short bursts of power. Anaerobic exercise burns glycogen as its primary fuel, while causing the body to store fat.

Some More important Subjective questions of HRM627

Question:

What is the importance of HRD in organizations?

Answer:

Human Resource Development (HRD) stresses that human beings have the potential to do things It is based on the belief that an investment in human beings is necessary and will invariably bring in substantial benefits in the long run. HRD helps to collect lot of useful and objective data on employee

which facilitate human resource planning HRD leads to participation by the workers which bring in a sense of achievement and pride in their work. HRD is also important because: Country develops if The Human Resource is developed Of increase in Productivity It helps in the Eradication of Social and Economic Backwardness

Entrepreneurship Increase

Question:

What is meant by HRM?

Answer:

HRM stands for Human Resource Management means managing people in organizations. In simple sense, HRM means employing people, utilizing maintaining and compensating their services in tune with the job and organizational requirement.

Question:

What do you understand by the term HRD?

Answer:

HRD is concerned it relates to human resource development, it involves all the activities helpful to develop the human resources.

Question:

What is intrinsic motivation?

Answer:

Intrinsic Motivation is “an in-built and naturally occurring inspiration or drive” or “doing an activity or behavior voluntarily for its own sake, for the inherent satisfaction and pleasure derived from participation”.

Question:

What is meant by extrinsic motivation?

Answer:

Extrinsic Motivation “refers to activities engaged in as a means to an end such as to gain rewards or avoid criticism, rather than for satisfaction of activities itself”.

Question:

What is meant by group?

Answer:

A group is defined as two or more interacting and interdependent individuals who come together to achieve particular goals.

Question:

Why organizations are using HRD ?

Answer:

Organizations' are using HRD to develop their Human Resource to such an extent that they could be utilized to the best of their abilities.

Question:

What is the Nutritional supplementation?

Answer:

Nutritional supplements include vitamins, minerals, herbs, meal supplements, sports nutrition products, natural food supplements, and other related products used to boost the nutritional content of the diet. Removing the nutritional deficiency by using supplements is nutritional supplementation.

Question:

What is Transformational Vocabulary?

Answer:

Transformational Vocabulary is to use changed way of saying the same thing. The purpose of the Transformational Vocabulary is to give you the ability to change your view of a situation by using different words.

Question:

What is the difference between a leader and a manager?

Answer:

Manager: A Manager is the person responsible for planning and directing the work of a group of individuals, monitoring their work, and taking corrective action when necessary.

Leader: A person who rules or guides or inspires others; Leaders can not lead if they can not manage people.

What is meant by Adult learning?

It has been argued that adult learning is qualitatively different from learning in childhood. The 'andragogy' approach emphasises the importance of self-directed learning for adults, integrating new material and ideas with current and previous experience.

What is Attitude?

It is a persisting feeling or emotion of a person that influences choice of action and response to stimulus. Defined as a disposition or tendency to respond positively or negatively towards a certain thing (idea, object, person, situation). They encompass, or are closely related to, our opinions and beliefs and are based upon our experiences. Training that produces tangible results starts by changing behavior...which ultimately changes attitudes

What is Behavior?

Any activity (either covert or overt) the learner will be expected to exhibit after training. The activity should be observable and measurable. It is the primary component of an objective

Define Big five model?

Five factor model of personality that includes extraversion, agreeableness, conscientiousness, emotional stability and openness to experience.

What is meant by Chain of command?

A line of authority that links all persons in an organization and defines who reports to whom

What is Coercive power?

Authority to punish or recommend punishment

What is Cognitive dissonance?

It is a State of psychological tension arising from incompatibility among a person's attitudes, behavior, beliefs, and/or knowledge, or when a choice has to be made between equally attractive or repulsive alternatives. One example is 'buyer's remorse,' a feeling of guilt associated with doubts about the advisability of a purchase decision that one experiences after making an expensive purchase. Marketers try to manage these doubts with supportive

information such as testimonials, money-back guaranties, and after-sales service.

What is competency?

(1) Areas of personal capability that enable people to perform successfully in their jobs by completing task effectively. A competency can be knowledge, attitudes, skills, values, or personal values. Competency can be acquired through talent, experience, or training. (2) Competency comprises the specification of knowledge and skill and the application of that knowledge and skill to the standard of performance required in employment.

What is meant by Human Resource Development (HRD)?

An organized learning experience, conducted in a definite time period, to increase the possibility of improving job performance and growth.

What are Job Aids?

It is a device designed for use on the job and providing guidance on the performance of a specific task or skill. May be printed or on-line. Used in situations where it is not feasible or worthwhile to commit the procedure to memory before on-the-job-activity. Often these are paper-based and posted on the wall in plain sight or in a small reference notebook. They can also be, decals, manuals, cards, etc.

What is Job Analysis?

It Breaking down the complexity of a person's job into logical parts such as duties and tasks. It identifies and organizes the knowledge, skills, and attitudes required to perform the job correctly. This is accomplished by gathering task activities and requirements by observation, interviews, or other recording systems.

What is Job Description?

A formal statement of duties, qualifications, and responsibilities associated with a job.

What is Job Enlargement?

It is an increase in the number of tasks that an employee performs. It is associated with the design of jobs to reduce employee dissatisfaction.

What is Job Enrichment?

It is an increase in the number of tasks that an employee performs and an increase in the control over those tasks. It is associated with the design of jobs and is an extension of job enlargement.

What is meant by Machiavellianism (Mach)?

A measure of the degree to which people are pragmatic, maintains emotional distance and believe that ends justify means.

What is Motivation?

Internal and external factors that stimulate desire and energy in people to be continually interested in and committed to a job, role, or subject, and to exert persistent effort in attaining a goal. Motivation is the energizer of behavior and mother of all action. It results from the interactions among conscious and unconscious factors such as the (1) intensity of desire or need, (2) incentive or reward value of the goal, and (3) expectations of the individual and of his or her significant others.

Define Myers-Briggs Type Indicator (MBTI)?

Known formally as Jung's theory of personality type, first developed by Carl Jung in the early 1920's and more recently resurrected and made into a practical instrument by Myers and Briggs. It is a particular test vehicle for personality typing

What is Need theory?

A construct of motivation based upon physical or psychological conditions that act as stimuli for human behavior.

Define Open book management?

It is Philosophy of involving every employee in making a firm more successful by sharing financial and operational information. OBM involves four basic practices (1) training employees so they become business literate and can understand financial statements, (2) empowering them to use that

information in cost cutting and quality improvement, (3) trusting them as business partners on equal footing, and (4) rewarding them fairly for the firm's success.

What is meant by Openness to experience?

It is the degree to which someone is imaginative, artistically sensitive, and intellectual.

What is Pedagogy?

Literally means the art and science of educating children, pedagogy is often used as a synonym for teaching. Pedagogy embodies teacher-focused education.