

2016

MBA

3rd Semester Examination

HUMAN RESOURCE DEVELOPMENT

(Specialisation : Human Resource Management)

PAPER—HR-301

Full Marks : 100

Time : 3 Hours

The figures in the margin indicate full marks.

Candidates are required to give their answers in their own words as far as practicable.

Illustrate the answers wherever necessary.

1. Answer any *eight* questions : 8×5
- (a) Discuss various elements of good HRD.
 - (b) Write methods of HRD audit.
 - (c) Distinguish between competency and competence. What are the main competencies required by a HRD manager ?

(Turn Over)

- (d) Explain the process of HRD in an organisation.
- (e) Differentiate among Training, Development and Education.
- (f) Write different types of training methods in brief.
- (g) Justify the need of "Performance Measurement" in HRD function.
- (h) Write different functions of HRD in an organisation.
- (i) Explain why 'Development is a long term process, while training is short term one'.
- (j) HRD is a system. — As a student of MBA how would you justify this ?
- (k) 'Sound HRD poticies are an essential base for sound HRD practice': Justify the statement.
- (l) Explain in brief any five myths about HRD.

2. Answer any *four* questions :

4×10

- (a) Discuss the concept of 'Balance Score Card'. Write down its relevance in today's business context.

- (b) Illustrate various functions of Human Resources Developments which are required to give more emphasis to make HRD effective in Indian Organisations.
- (c) Discuss the role of HRD audit in business improvement.
- (d) 'HRD will not be a successful one, unless the top management of the organisation is committed to the philosophy of HRD' — Evaluate the statement.
- (e) How does HRD differ from traditional personnel management ? Also explain HRD processes. 5+5
- (f) As a student of MBA what suggestions will you provide to make HRD effective in Indian organizations ?

[Internal Assessment : 20]
