

2017

MBA

3rd Semester Examination

HUMAN RESOURCE DEVELOPMENT

(Specialisation : Human Resource Management)

PAPER—HR-301/305

Full Marks : 100

Time : 3 Hours

The figures in the right-hand margin indicate full marks.

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

Illustrate the answers wherever necessary.

Answer All questions.

1. Answer any *eight* questions : 8×5
- (a) Write the various methods of HRD Audit.
- (b) Discuss the importance of performance appraisal in an organization.

(Turn Over)

- (c) Explain in brief any three HRD process.
- (d) What are organizational effectiveness dimension ?
Explain any two.
- (e) Write a short note on role of HRD in managing change.
- (f) Write a short note on different types of training methods in an organization.
- (g) Discuss the impact of technology on HRD.
- (h) Distinguish between competency and competence. What are the main competencies required by a HRD manager ?
- (i) Define Human Resource Development (HRD) and state the benefits of HRD.
- (j) Define Potential Appraisal and state the needs of Potential Appraisal in an organization.
- (k) What is Quantity Circle (QC) and what are objectives of QC.
- (l) What is strategy and outline need of strategy in an organization.

2. Answer any *four* questions :

4×10

- (a) What are the various methods of performance appraisal in organization. Explain 360° performance appraisal in detail.
- (b) As a student of MBA what suggestions will you provide to make HRD effective in Indian organization ?
- (c) How does HRD differ from traditional personnel management ? Also explain HRD processes.
- (d) 'HRD will not be successful one, unless the top management of the organization is committed to the philosophy of HRD—Evaluate the statement.
- (e) State the objectives of training of employees in an organization outline the philosophy possessed by an organization towards employee training.

Differentiate between the concepts of employee training and employee development. 2+4+4

- (f) What is HRD audit ? Why HRD audit is undertaken in an organization.

[Internal Assessment : 20 Marks]