

2018

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 : 8x5
- (a) Define human resource development and state the needs of human resource development.

(Turn Over)

- (b) Explain 'Micro-HRD' and 'Macro-HRD' with suitable example. 2½+2½
- (c) Define performance appraisal and state the objectives of performance appraisal.
- (d) State the steps and needs of performance appraisal.
- (e) Discuss graphic rating scale as a method of performance appraisal.
- (f) What is potential appraisal and why it is done ?
- (g) State the myths about human resource development.
- (h) What is quality circle ? State the objective of quantity circle in quality development in an organisation.
- (i) Write a short note on HRD outcome.
- (j) What are the various elements of good HRD ?
- (k) Briefly state and discuss what is done in human resource audit in an organisation.
- (l) Explain : 2½+2½
- (i) HRD Culture
- (ii) HRD philosophy

2. Answer any *four* questions : 4×10

- (a) What is human resource development ? State the characteristics of human resource development. State the scopes and objectives of human resource development.
- (b) What is performance appraisal ? Discuss the modern methods of performance appraisal. 2+8
- (c) Explain (any *two*) : 5+5
- (i) Technology change with human face
 - (ii) HRD process
 - (iii) Objectives of Potential Appraisal.
- (d) (i) What are the prerequisites for an effective potential appraisal system. 5
- (ii) Differentiate between 'training' and 'development'. 5
- (e) What is human resource development-audit ? Why human resource development audit is undertaken in an organisation and what are effects of human resource audit in business organisation ? 3+4+3

- (f) What are the characteristics of quality circle in an organisation and also state the functions of quality circle members. Briefly state the role of facilitators in quality circle. 4+2+4

[Internal Assessment : 20 Marks]
