2013

MASTER OF BUSINESS ADMINISTRATION

[Third Semester Examination]

HUMAN RESOURCE DEVELOPMENT

(Specialisation : *Human Resource Management*)

PAPER— HR-305

Full Marks : 100

Time : 3 hours

The figures in the right-hand margin indicate marks

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

Illustrate the answers wherever necessary

Write the answers to Questions of each Half in separate books

FIRST HALF

[*Marks* : 50]

Time : $1\frac{1}{2}$ hours

1. Answer any *four* of the following : 5 × 4

   (a) "Human Resource Development is an obvious choice for an organization on the question of its competitiveness under a perfect competitive market situation." — Justify the statement.

   (b) Discuss the role of "Line Management" in the light of HRD.

   (c) Define human resource development climate.

   (d) Distinguish between Human Resource Management and Human Resource Development.

   (e) What are the basic functions of a HRD manager ?

   (f) Justify the need of "Performance Measurement" in HRD function.

2. Answer any *two* of the following : 10 × 2

   (a) "Many organizations believe that people

are the most valuable assets of any organization, and that organizations can derive a competitive advantage by developing their human resources through effective programmes." — In the light of the above statement explain how individual development is taking place in an organization ?

(b) What are the possible HRD outcomes through training ?

(c) Distinguish between training and development.

[*Internal Assessment* : 10 Marks]

SECOND HALF

[*Marks* : 50]

Time : $1\frac{1}{2}$ hours

3. Answer any *four* of the following :   5 × 4

(a) What do you mean by Human Resource Myths and Realities ?

(b) State the importance of Quality Management in organisation.

(c) What do you understand by the term Technology Based skills ?

(d) What are the Human Resource Development perspectives in work-life Integration ?

(e) What is a learning organisation ?

(f) What are the characteristics of HRD audit ?

4. Answer any *two* of the following : 10 × 2

(a) Elaborate the advantages of incorporating competency Mapping in various HRD systems. 10

(b) What is quality circle ? What are the processes involved in quality circle ? 3 + 7

(c) Explain the possible relationship that may exist between corporate planning and human resource planning of an organization. 10

[*Internal Assessment* : 10 Marks]