

NEW

2015

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 : 5×8

(a) State the need for HRD on the point of organizational sustenance.

(Turn Over)

- (b) 'Development is a long term process, while training is short term one' — justify the statement.
- (c) How do you differentiate HRD with Organizational Development ?
- (d) Discuss various elements of good HRD.
- (e) Justify the need of "Performance Measurement" in HRD function.
- (f) Distinguish between Competency and Competence.
- (g) Distinguish between Balance Score Card & HR Score Card.
- (h) State the objectives of 'Potential Appraisal'.
- (i) How is HRD Strategy important on organization's competitiveness ?
- (j) How does the HRD Audit benefit the employees in an organization ?
- (k) Illustrate the steps involved in Competency Mapping.

- (l) How do Quality Circles differ from Workers Participation in Management ?

2. Answer any *four* questions : 10×4

- (a) HRD will not be a successful one, unless the top management of the organization committed to the philosophy of HRD — Evaluate the statement.
- (b) Discuss the scope of HRD in Indian organization today.
- (c) Discuss the advantages of 360 degree performance appraisal system. What are hurdles one may face while implementing the above appraisal system ?
- (d) What are the possible HRD outcomes through training ? Illustrate a training programme for seven days in a consumer durable product industry for the newly recruited Marketing Executives.
- (e) Business needs are the driving force of a training programme. Justify with a suitable illustration.

- (f) Why HRD Competencies are important for any organization ? Indicate the short falls of Indian Industries with respect to HRD Competencies ; also give your suggestions to overcome the same.

[Internal Assessment : 20]
