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2015

MBA 3rd Semester Examination

HUMAN RESOURCE DEVELOPMENT

(Specialisation : Human Resource Management)

PAPER—HR-305

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.

Write the answers to Questions of each Half in separate books.

(First Half)

[Marks : 50]

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

(a) What is the need for Human Resource Development ?

(Turn Over)

- (b) What are the major areas in which employees need training ?
- (c) There are two approaches of appraisal — trait and result under what circumstances are these effective ?
- (d) What are the requirements for an effective potential Appraisal system ?
- (e) What do you mean by Balanced Score Card ?
- (f) Distinguish between HRM and HRD.

2. Answer any *two* questions :

10×2

- (a) 'Training is a continuum'. — Explain the statement in the context of Human Resource Development.
- (b) What is meant by man power planning ? Describe its objectives and techniques.
- (c) Discuss the various ways to make HRD effective in Indian Organization.

[Internal Assessment : 10]

(**Second Half**)

[Marks : 50]

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

- (a) What do you mean by Human Resource Myths and Realities ?
- (b) What do you understand by the term Technology Based skills ?
- (c) What is learning organisation ?
- (d) What are the characteristics of HRD Audit ?
- (e) Distinguish between OD and HRD.
- (f) What is Competency Mapping ?

4. Answer any *two* questions : 10×2

- (a) What is quality circle ? What are the processes involved in quality circle ? 3+7
- (b) Explain the possible relationship that may exist between corporate planning and human resource planning of an organisation.

- (c) Elaborate the elements of qualities that develop the competency of human resource manager.

[Internal Assessment : 10]
