

MBA 3rd Semester Examination, 2019

MBA

(Human Resource Development)

PAPER —MBA-307(HR)

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

GROUP — A

Answer any **eight** questions : 2 × 8

1. What is HRD ?
2. What do you mean by 'quality circle' ?
3. Explain 'micro-HRD'.

4. Define HRD audit.
5. What is Performance Appraisal ?
6. What is HR Audit ?
7. Who profounded the concept of Balance Score Card ?
8. What do you understand by the term 'Organisational Effectiveness' ?
9. Write a short note on job rotation.
10. State any two problems with performance appraisal.
11. What is development ?
12. Explain competencies.

GROUP – B

Answer any **eight** questions : 4 × 8

13. Provide an overview of Career Stages.

14. Some say there is no necessity to introduce HRD system - As a junior executive of a company do you endorse it ? If yes, why ? If not, why not ? Explain.
15. Classify the performance appraisal methods on the basis of approaches.
16. Explain the objectives of training.
17. Distinguish between 'Balance Score Card' and 'HR Score Card'.
18. What are the characteristics of Quality Circle in an Organisation ?
19. Write down Deming's Principle.
20. Briefly discuss the steps of 'Training Evaluation'.
21. Differentiate between 'on-the-job training' and 'off-the-job training'.
22. "Micro-HRD differs from Macro HRD" – Justify this statement.

23. Explain (i) HRD climate and (ii) HRD culture.
24. Briefly explain the advantages and disadvantages of vestibule training.

GROUP – C

Answer any **four** questions : 8 × 4

25. As Junior HRD executive of a medium size company how would you judge that good HRD prevails in your organization ? – Discuss.
26. How important is the role of line managers and top management in implementing HRD in Organisation ? Explain with examples.
27. "Performance appraisal should be the two-way street. Supervisors evaluate their subordinates and subordinates should evaluate their supervisors" Do you agree or disagree ? Discuss.
28. Why is it necessary to have HRD audit ? – Discuss.

29. Explain in brief the methods usually used to evaluate training programmes of a company.
30. Write short notes on :
360° Feedback with merits and demerits.

[*Internal Assessment* : 20 Marks]
