

MBA II Year Examination
MP 401- Human Resources Development

Time: 3 Hours

Max. Marks: 80

Note: The question paper is divided into three sections A, B & C. Write Answers as per the given instructions.

Section A
(Very Short Answer Type Questions)

Note: Answers all 8 questions. As per the nature of the questions you delimit your answer in one sentence up to 50 words. Each question carries equal marks. (Marks 2x8=16)

1. Define Human Resource Development.
2. What is Economic theory of HRD?
3. What is Staff Training?
4. Define Job Rotation.
5. Define Quality Circle.
6. What is JOHARI window model?
7. Define Brinkeroff's Stages of HRD strategy evaluation frameworks.
8. What are the Parameters of Potential appraisal System?
9. What are the Components of Career Development System?
10. What do you understand by Career anchor?
11. Define Succession Planning.
12. Define HRD for workers.
13. What are barriers to empowerment?
14. Define Counselling.
15. What is HRD intervention?
16. What are the types of human resource intervention?
17. What are the functions of HRD managers?
18. Define mentoring.
19. What are the components of reward system?
20. What is HRD audit?
21. What is 360-degree feedback?
22. Define HRIS.
23. What is diversity in the workplace?
24. What are the dimensions of globalized HRM?

Section B

(Short Answer Type Questions)

Answer any 4 questions. Each answer should not exceed 100 words. Each question carries 08 marks. (Marks 8x4 = 32)

1. Explain HRD process and climate variables.
2. Explain HRD instruments.
3. What is the difference between Job rotation and Job enrichment?
4. Explain HRD process and Climate Variables.
5. Discuss the barriers to the implementation of HR strategies. How can you overcome these barriers?
6. What are the components and basic requirements for designing HRD system.
7. What is a career? What are the factors which go into the shaping of a career?
8. Describe the challenges of HRD.
9. What is the difference between training and development?
10. Develop pre-learning interventions for learners to enhance readiness for learning.
11. Give a brief description on levels of training need assessment?
12. Describe the approaches of HRD?
13. How can an organization design HRD system?
14. Discuss various dimensions of coaching role.
15. What are the phases of HRD intervention?
16. When HR manager wants to expand its operations, what factors are to be considered?
17. Define mentoring and describe its benefits.
18. How is HRD performance measured? Explain with example.
19. How could coaching be carried out effectively?
20. Describe guidelines for effective feedback system?
21. Define the nature and scope of knowledge management (KM).
22. Explain the meaning and function of HRIS.
23. What do you see as major recruiting and retention challenges in the future?
24. How will diversity help you company compete?
25. Bring out the recent trends in HRD.
26. Explain how globalization is impacting on work and organizations.

Section C

(Long Answer Type Questions)

Answer any 2 questions. Each answer should not exceed 800 words. Each question carries 16 marks. (Marks 2x16=32)

1. What is Human Resource Development? Describe its salient features in the Indian Context.
2. “Training is a tool to be considered as an investment for an organization not as an expenditure”. Comment your views.
3. Explain theoretical framework of HRD.
4. If you were an HRD manager what would have been your role in today’s scenario?
5. Cite two examples from Indian organization and discuss the HRD practices done in these Organizations?
6. Why is HRD needed in an organisation? Explain briefly the sub-systems of HRD and their importance in organisational context.
7. Examine salient features of HRD climate. Can proactive orientation of employees be prompted in organisations? Discuss with suitable examples.
8. What is HRD intervention? Explain types of HR intervention.
9. Describe the criteria for effective interventions and HRD process intervention.
10. How HRD interventions help organization to develop highly competent staff management? s
11. What might cause problems with the smooth management of this HRD process? Explain importance of HRD.
12. What do you mean by strategy evaluation? Explain principles of evaluation.
13. Determine whether the content, organization and administration of the program contribute to learning and transfer of training.
14. What are the basic requirements for designing HRD system? Explain limitation of HRD system.
15. How do performance appraisals and reward system contribute to HRD?
16. “Career planning and career developments are essential ingredients of HRD systems,” explain this statement.

17. How do you Differentiate career planning and succession planning?
18. Discuss how HRD for workers is different than HRD for managers. Explain Empowerment.
19. Write short note on the followings:
 - (i) Total quality management
 - (ii) Coaching
20. What are the different roles and the competency mix required for HRD managers?
21. What is HRD audit? Why it is important for an organization development? Discuss various methodology used for HRD audit.
22. What are the steps in coaching process? Discuss the meaning and characteristics of mentoring.
23. What do you mean by reward management? Define components and process of reward system.
24. What are the various objectives of mentioning and counseling? Discuss the importance of professional counseling in the Indian organizational context with suitable example.
25. Discuss the rational and objectives of HRD for workers. Critically evaluate the role of Trade Unions in HRD for workers. Explain with examples.
26. “Knowledge management is not anything new,” would you agree that this statement is largely true?
27. Explain the process and function of HRIS.
28. How does diversity affect employee hiring? Define advantages and challenges of diversity in workplace.
29. What does the diversity management assessment measure? Explain approaches to diversity management.
30. Explain dimensions of globalized HRM and major issues in international HRM.