

**MP-401 (New)**  
December - Examination 2015  
**MBA IInd Year Examination**  
**Human Resource Development**  
**Paper - MP-401 (New)**

**Time : 3 Hours ]**

**[ Max. Marks :- 80**

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**Note:** The question paper is divided into three sections A, B and C. Write answers as per given instructions.

**Section - A**

8 x 2 = 16

**Note:** Attempt all the questions (30 words each).

- 1) (i) Define job enlargement.
- (ii) Define organisational development.
- (iii) Define cross functional team.
- (iv) Define task analysis.
- (v) Define career planning.
- (vi) Define OD interventions.
- (vii) Define HRD Audit.
- (viii) Explain HRD Climate.

**Section - B**

4 x 8 = 32

**Note:** Attempt any four questions in 200 words for each.

- 2) Define HRD and discuss various value anchored HRD process.
- 3) What is HRD audit? Why is it important for an organisational development. Name the methods of HRD Audit.
- 4) What are the methods of determining training needs? What are the most commonly used methods of imparting training? Discuss.
- 5) What are the various components of salary? Discuss the role of incentive and fringe benefits in the determination of salary structure.
- 6) Write short notes on:
  - (i) Grievance handling
  - (ii) Competency mapping
- 7) What is human resource planning? What are various approaches to human resources planning?
- 8) Define job evaluation and its objectives. Discuss its advantages and areas of application.
- 9) Discuss impact of globalisation as a good management technique for promoting organisational growth and development.

**Section - C**

2 x 16 = 32

**Note:** Attempt any two questions in 500 words for each.

- 10) Define grievance and purpose of grievance procedure as the HR Manager how would you handle grievance in your organisation?
- 11) Explain each:
  - (i) Techniques of management development
  - (ii) Technology and HRD
- 12) Write short notes:
  - (i) Role of an HRD Manager
  - (ii) OCTAPACE culture
- 13) What are the different methods of performance appraisal? Explain the rationale of the 360° appraisal.

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