

MP-401 (New)

June - Examination 2016

Master of Business Administration - II Year Examination**Human Resource Development****Paper - MP-401 (New)****Time : 3 Hours]****[Max. Marks :- 80**

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

Section - A**8 × 2 = 16**

(Very Short Answer Questions)

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

- 1) (i) Define job enrichment.
- (ii) What is quality circle?
- (iii) Differentiate between career planning and succession planning.
- (iv) Elaborate OCTAPACE.
- (v) Explain HRIS.
- (vi) Role of career anchors.
- (vii) HRD matrix.
- (viii) Coaching versus mentoring.

Section - B**4 × 8 = 32**

(Short Answer Questions)

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

- 2) Differentiate between job enrichment and job enlargement.
- 3) Explain 360° feedback and competency mapping.
- 4) Write an essay on Human Resources Information System.
- 5) What is career planning? Mention advantages and limitations of career planning.
- 6) Define HR Audit. Explain the steps in the HR Audit process.
- 7) Differentiate between training and development.
- 8) Write short notes on:
 - (i) Knowledge management
 - (ii) Job rotation
- 9) Explain techniques of management development.

Section - C**2 × 16 = 32**

(Long Answer Questions)

Note: Attempt **any two** in 500 words.

- 10) Define performance management. How are the performance management systems different from appraisal systems. Mention problems affecting performance management effectiveness.

- 11) Define OD and discuss its operational goals. Explain various phases of OD with suitable examples.
 - 12) What are the methods of determining training needs? What are the commonly used methods of imparting training?
 - 13) “Performance and development planning is a collaborative process, involving both the supervisor and employee”. Elucidate.
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