

MP-401

June – Examination 2022

Master of Business Administration (IInd Year) Examination

Human Resource Development

Paper : MP-401

Time : 1½ Hours]

[Maximum Marks : 80

Note :- The question paper is divided into two Sections A and B. Write answers as per the given instructions.

Section-A

4×4=16

(Very Short Answer Type Questions)

Note :- Answer any *four* questions. As per the nature of the question delimit your answer in one word, one sentence or maximum up to **30** words. Each question carries 4 marks.

1. (i) Write any *two* benefits of Human Resource Development.
- (ii) What are HRD Climate variables ?
- (iii) What do you mean by Performance Appraisal ?
- (iv) Write any *two* Prerequisites for Designing HRD Systems.
- (v) Write any *two* roles of Trade Unions.
- (vi) What is HRD Intervention ?
- (vii) Write any *two* Objectives of Employee Coaching.
- (viii) What is HRD Audit ?

Section-B

4×16=64

(Short Answer Type Questions)

Note :- Answer any *four* questions. Answer should not exceed **200** words. Each question carries 16 marks.

2. Cite a practical example for the challenges faced by any Indian Organisation in HR Development. What efforts are being put forward to face these challenges ?

3. What do you understand by human resource development ? Explain the various sub-systems of human resource development.
4. All the HRD processes are centered on *four* constituents of an organization. What are these constituents and their instruments ? Explain.
5. Is the concept of career planning and succession planning realistic in today's rapidly changing environment ? Explain.
6. What are the different roles and the competency mix required for HRD managers ? Explain.
7. What is reward management ? Discuss the objectives of reward management.
8. What are the objectives of HRD evaluation ? Discuss the principles of HRD evaluation.
9. Why would an organization develop an HRIS ? Discuss the key functions of an HRIS.