

[Dec-16]

[MPDHR-301]

MBA Degree Examination
Human Resource Management
III SEMESTER

HUMAN RESOURCE DEVELOPMENT

(Effective from the admitted batch 2009-10)

Time: 3 Hours

Max.Marks: 70

Instructions: All parts of the unit must be answered in one place only.
Figures in the right hand margin indicate marks allotted.

SECTION-A

1. Answer any **Five** of the following: (5×2=20)
- a) HRD Matrix
 - b) Potential Appraisal
 - c) Executive Development
 - d) Learning Principles
 - e) Duties of HRD Manager
 - f) OD Interventions
 - g) System approach to HRD
 - h) HRD functions

SECTION-B

Answer all questions: (5×9=45)

2. a) Explain briefly Macro and Micro perspectives of Human Resource Development?

OR

- b) Define HRD? What is the need and importance of HRD at national level?

3. a) Elaborate the traditional and modern methods of performance appraisal?

OR

- b) Explain briefly the concept of Career Planning and Development in an Organisation?

4. a) Differentiate between
i) Training and Development ii) Training and Education

OR

- b) What do you mean by training? Discuss various methods used in the training of employees in an industrial concern?

5. a) Explain the role of HRD in service sector with special reference to Banking Sector?

OR

- b) Discuss the need and importance of HRD in voluntary organizations?

6. a) Explain the concept and nature of HRD?

OR

- b) Discuss the concept of HRD Audit with its importance?

SECTION-C

7. Case Study (Compulsory):

15

India, at present, is recognized as one of the youngest nations of the world with over 50% of population under the age of 30 years. It is estimated that by 2025, India will have 25% of the world's total workforce. Education plays an important role in the overall development of a human being as well as nation. It is a unique investment for the future. Though the Department of Higher Education, MHRD, is responsible for the overall development of the basic infrastructure of Higher Education sector, both in terms of policy and planning. Under a planned development process, the department looks after expansion of access and qualitative improvement in the Higher Education, through world class Universities, Colleges and other Institutions but today the country is facing demand-supply mismatch as the economy needs skilled workforce than it produced annually. In fact, at present majority of the educational institutions of higher learning remain disconnect with the requirements of the work place

Questions:

- i) In light of the above discussion what are the measures to be taken by Department of Higher Education, MHRD for human resource development
- ii) What are the suggestive ways to bridge the gap between educational institutions and industry for the benefit of students?

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