

Roll No. ....

## **MS–302/HR–2303**

### **Human Resource Development**

Master of Business Administration/P. G. Diploma  
in Human Resource Management

(MBA–10/12/13/16/17/PGDHRM–10/16/17)

Third/First Semester, Examination, 2018

**Time : 3 Hours**

**Max. Marks : 80**

**Note :** This paper is of **eighty (80)** marks containing **three (03)** Sections A, B and C. Learners are required to attempt the questions contained in these Sections according to the detailed instructions given therein.

#### **Section–A**

##### **(Long Answer Type Questions)**

**Note :** Section ‘A’ contains four (04) long answer type questions of nineteen (19) marks each. Learners are required to answer *two* (02) questions only.

1. Explain the concept of Human Resource Development matrix and outline the various sub-system of Human Resource Development.
2. Discuss the present state of personnel function in organisational context with special reference to the strategy, structure and system of Human Resource Development.

**(B-58) P. T. O.**

3. What is Performance Management ? How are performance management systems different from appraisal systems ? Briefly outline the problems which may affect performance management effectiveness.
4. Define and discuss the concept and objectives of counselling and mentoring. Briefly discuss their application in the organisational context.

### **Section-B**

#### **(Short Answer Type Questions)**

**Note :** Section 'B' contains eight (08) short answer type questions of eight (08) marks each. Learners are required to answer *four* (04) questions only.

1. How are Human Resource Development and Culture mutually associated ?
2. Explain Quality Circle.
3. Explain the various methods of executive development.
4. What do you understand by key performance areas in Human Resource Development ?
5. Define job evaluation and explain its process.
6. Discuss the behavioural intervention technique of organisational development.
7. What is follow-up training ? How best the follow-up training can be measured ?
8. What is the role of line managers in Human Resource Development ?

**Section–C**

**(Objective Type Questions)**

**Note :** Section ‘C’ contains ten (10) objective type questions of one (01) mark each. All the questions of this Section are compulsory.

Indicate whether the following statements are True *or* False :

1. Human Resource in an open system within an organisation but organisation themselves are closed.
2. Human Resource Development is a multi-disciplinary concept.
3. Organisational culture can be easily changed.
4. The basic focus of quality of work life efforts is higher pay.
5. Assessment Centre Technique is costly and time consuming.
6. Job Analysis is the basis for performance standards.
7. Job evaluation is usually carried out by a single individual.
8. Development is short-term in nature.
9. Behaviour-modelling offers reinforcement to the trainee.
10. Role-playing is often used to learn skills.