

MS-302/HR-2303

Human Resource Development

(मानव संसाधन विकास)

Master of Business Administration /

P.G. Diploma in Marketing Management

(MBA-10/12/13/16/17/PGDHRM-10/16/17 / MHAB-11)

3rd/1st Semester, Examination, 2019 (June)

Time : 3 Hours]

Max. Marks : 80

Note : This paper is of Eighty (80) marks divided into three (03) sections A, B and C. 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 any two (02) questions only.

(2×19=38)

1. "HRD is nothing but looking at the development of manpower of an organisation in the light of its requirements." Explain.

2. Discuss the means of managing technological changes in work organisation and briefly describe the factors which facilitate developing the change in the mindset.
3. Define organisational development and discuss its operational goals. Explain various phases of organisational development with suitable examples.
4. Discuss the role, skills and qualities of HRD professionals in India.

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 any four (04) questions only. (4×8=32)

1. What is quality of work life ?
2. Define Total Quality Management.
3. Explain the steps involved in career planning.
4. Trace the evolution of HRD as a management philosophy.
5. Highlight the relative merits and demerits of management development techniques.
6. What is organisational change ? Explain its types.

7. Write short notes on :
 - (i) Business games.
 - (ii) In-basket exercise.
 - (iii) Multiple management.
8. Differentiate between training and development and discuss the significance of development for an organisation.

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. (10×1=10)

1. The vast majority of people work to support their families.
2. Reengineering implies a slow and steady change in organisation.
3. Human resource departments are line departments.
4. The point system is applicable only to key jobs.
5. The time needed to complete every task in the job is called "Job Cycle".
6. Development focuses more on the employees' personal growth.

7. Workers participation in management in India is a novel idea, imported from outside.
 8. Human capital can be managed in the way organisation manage jobs, products and technologies.
 9. A well-designed strategy can fail if sufficient attention is not paid to the Human Resource Department.
 10. HRD is an amalgamation of ideas, concepts, principles and practices drawn from a number of soft sciences.
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