

[Total No. of Questions - 10] [Total No. of Printed Pages - 2]  
(2123)

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**MBA 4th Semester Examination**

**Human Resource Development**

**HRM-05**

**Time : 3 Hours**

**Max. Marks : 60**

*The candidates shall limit their answers precisely within the answer-book (40 pages) issued to them and no supplementary/continuation sheet will be issued.*

**Note :** Attempt five questions in all, selecting one from each unit.  
All questions carry equal marks.

**UNIT - I**

1. Discuss how HRD can be a strategic function for any organization. (12)
2. Critically examine, any theory of learning. How it will help in understanding the concept of HRD? (12)

**UNIT - II**

3. Critically review the performance appraisal system in India. Elaborate your answer by giving a suitable example of an organization which you have recently visited. (12)
4. Elucidate the role of line managers in HRD. (12)

**UNIT - III**

5. What are the future of career planning and career development in India? Do you think recent economic restructuring has any bearing with such process? Elaborate your answer. (12)
6. Discuss the important steps in effective individual career planning. (12)

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**[P.T.O.]**

**UNIT - IV**

7. Define the term monitoring. Also discuss its processes. (12)
8. Why a counsellor should be very good listener and tactical in asking the questions? Also discuss counselling styles are being used in the organization to tackle the employee's problems. (12)

**UNIT - V**

9. Explain Hofstede's cultural orientation model. (12)
10. Elucidate the determinants of HRD climate. Discuss. (12)