

[Total No. of Questions - 20] [Total No. of Printed Pages - 3]
(2064)

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MBA 4th Semester Examination

Human Resource Planning & Development (N.S.)

HR-04

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 : The question paper consists of three sections A, B, C.

- (i) Section A comprises of Ten (10) short answer type questions, carrying 2 marks each. In this section, all the questions are compulsory.
- (ii) Section B comprises of Six (06) short answer type questions, carrying 5 marks each, out of which the student has to attempt any four (04).
- (iii) Section C comprises of Four (04) Essay type questions, carrying 10 marks each, out of which the student has to attempt any two (02).

SECTION - A

1. Differentiate between micro and macro level manpower planning.
2. What do you understand by HRD mechanism?
3. Discuss the various components of HRD Climate.
4. Define task analysis, how is different to job analysis.

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5. Discuss the HRD and employee performance relationship.
6. How do we evaluate training and development programmes?
7. "Job designing is a pre-requisite for effective management of Human resources" Comment in brief.
8. What is career development?
9. Highlight the Advantages and Disadvantages of Quality Circles.
10. What is the Kaizen Method? (2×10=20)

SECTION - B

11. Explain the theoretical framework of HRD model along with its possible management applications.
12. What is organizational analysis? Highlight the methods applied for conducting organizational analysis.
13. What are the methods or techniques of Training? What are the essentials of effective training method?
14. What is the meaning of counseling in human resource management? How does counseling at work place influences employees performance.
15. What is a quality circle? Highlight some of the examples of the quality circles practiced by the Indian business organisations.
16. What is meant by QWL? Highlight some of the strategic tools that can be applied to improve the quality of work life in health services. (4×5=20)

SECTION - C

17. Define Manpower Planning. What are the activities involved in manpower planning? Explain the importance of macro level manpower planning in India.

18. Define HRD briefly discuss the objectives and instrument (matrix) of HRD. Discussing the dimensions and dynamics of HRD also highlight the emerging Trends and issues relating to HRD in India.
19. What are competencies? Explain the process of competency mapping. What are the various methods of assessing and evaluating competencies?
20. What is HRD? Discuss the problems and challenges of HR in Indian context along with the strategic interventions to address the identified challenges. (2×10=20)