

[Total No. of Questions - 20] [Total No. of Printed Pages - 2]
(2124)

1891

J-14

MBA 4th Semester Examination
Human Resource Planning & Development (NS)
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. Discuss the techniques applied for the assessment of the employee's performance.
2. Define HRD mechanism.
3. List out various HRD systems and sub-systems.
4. Discuss the concept of training cycle.
5. Why do we develop HRD Strategy?
6. Discuss the process in career planning.
7. What is job analysis?

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8. Discuss HR competencies and business success relationship?
9. Highlight some of the problems of HRD in India.
10. How does HRD lead to OD Interventions? (2×10=20)

SECTION - B

11. What is the manpower planning? Discuss its characteristics, objectives, importance & process.
12. How would you develop a HR Training Program for a service sector organisation facing attrition problem.
13. Highlight some of the employee assistance programmes practiced by Indian industries of repute.
14. What is competency mapping? Discuss the set of approaches applied for competency mapping
15. Highlight some of the important current and futuristic Issues relating to HRD in Indian organisations.
16. Selecting any one from the HRD experiments/practices/cases; and discuss how it has lead to strategic business change. (5×4=20)

SECTION - C

17. Define career planning and career development. Why is it important for an organisation? What are the factors & steps, you consider important for successful career planning?
 18. Discuss the framework of strategic HRD system. What are the strategic options available with India for addressing the current challenges with respect to HRD?
 19. What do you understand by job design? Discuss the techniques of job design. Also highlight the principles underlying job enlargement, job enrichment and job rotation.
 20. What is meant by quality of work life (QWL)? Discuss the factor affecting quality of work life with special reference to women employees in service sector. (10×2=20)
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