**903**

**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.   Explain the role and significance of HRD. Do you think, in the present context in India, we really need HRD professional in our organization.                                                    **(12)**

2.   How can we frame HRD strategies? While framing such strategies, is there any need to align those with various HRD sub-system? Justify your answers.                                        **(12)**

## UNIT - II

3.   Define performance appraisal. Briefly, state its importance and objectives. What are the steps you would like to follow for appraising the performance of a managerial employee?          **(12)**

4.   To what extent career and training system are related with each other. Discuss.                     **(12)**

## UNIT - III

5. Do you think career planning should be individual centered or organization centered? Briefly discuss the career planning programme of an organization you know. **(12)**

6. What are the factors you consider important for successful changing career. **(12)**

## UNIT - IV

7. "The counseling psychologist is a close cousin of clinical psychologist. The difference between them is the counseling psychologists work with milder emotional and personnel problems." In the eight of above statement, discuss the objectives and processes of counseling. **(12)**

8. In order, to counsel an employee at work, a counselor may put a person through a battery of tests to assess aptitudes, interests and personality characteristics. Being a counselor of an organization what kinds of test will you use to counsel your employee with vocational problems. **(12)**

## UNIT - V

9. Elaborate the elements and measurement of HRD climate. **(12)**

10. Write short notes on:

    (a)  Uncertainty Avoidance

    (b)  Power distance. **(12)**