

Question Paper Code : 3817

M.B.A. (Semester-IV) Examination, 2018

HUMAN RESOURCE DEVELOPMENT STRATEGIES & SYSTEMS

[HR-433]

Time : Three Hours]

[Maximum Marks : 70

Note : Answer **five** questions in all. Question **No.1** is **compulsory**. In addition attempt **one** questions from each unit.

1. Write short notes on the following : [3x10=30]

- (a) Benefits of HRD.
- (b) Levels of Need Analysis
- (c) Issues in employee counselling
- (d) KSA
- (e) Types of Interviews
- (f) Stress Management Programmes

- (g) HRD framework
- (h) Business games and Simulation
- (i) Humanist Approach to HRD
- (j) Code of Ethics for HRD professionals

UNIT-I

- 2. "HRD is a system of developing competences of employees, dyadic groups, teams and the organisation to achieve goals." Comment on the given statement.[10]
- 3. Discuss the nature and concept of HRD. Differentiate between HRM and HRD. [10]

UNIT-I

- 4. Elaborate on the various challenges faced by the HRD professionals in the present scenario of technological revolution. [10]
- 5. What are the various approaches to HRD ? Explain briefly. [10]

UNIT-III

- 6. Briefly explain how to design an effective HRD programme /system. [10]
- 7. What is the need for training and development ? Explain the various on-the-job training methods. [10]

UNIT-IV

- 8. Describe the components of a typical employee counselling programme. [10]
- 9. What are the prerequisites for an effective group discussion ? Comment on the purpose of group discussions. [10]

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