

Roll No. ....

Total Pages : 02

**MBAQ/M-20**

**13434**

HUMAN RESOURCE DEVELOPMENT

MBAHR-205

Time : Three Hours]

[Maximum Marks : 80

**Note** Attempt five questions in all, however Question No. 1 is compulsory. Attempt one question from each Unit.

1. Short answer type questions :
  - (i) What are the goals and objectives of HRD ?
  - (ii) Define quality circles and their objective.
  - (iii) Differentiate between training and development.
  - (iv) What is HRD score-card approach ?
  - (v) How does HRD practices impact quality of life of workers ?

#### Unit I

2. What are the roles and competency requirements of HRD professionals? Explain the role of HRD manager in developing human resources in an organisation.
3. Describe essential ingredients of HRD climate. How is HRD climate different from HRD culture ?

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## Unit II

4. What are the basic principles of designing HRD system ? Explain Human Capital appraisal approach and highlight its significance for development of human resources in IT organisations.
5. What is P-CMM (People Capability Maturity Model) ? Discuss its strategic objectives and significance for development of Human Resources in an organisation.

## Unit III

6. How can performance review be used as a tool to motivate employees? What steps could be taken to deal with unsatisfactory performance ?
7. What do you mean by succession planning? Explain how does an organisation help an employee in his/her career planning.

## Unit IV

8. What do you mean by HRD intervention strategies? Explain how HRD system and HRD strategies can contribute towards organisational growth and excellence in the competitive environment.
9. What is the future of HRD in India ? Explain various HRD approaches for coping with organisational challenges in present business environment.