

Roll No. ....

Exam Code : J-19

Subject Code—0322

**M.B.A. EXAMINATION**

(Batch 2018 Onwards for Lateral Entry)

(Fourth Semester)

HUMAN RESOURCE DEVELOPMENT

OBH-414

*Time : 3 Hours*

*Maximum Marks : 70*

**Note :** Attempt *Five* questions in all, selecting at least *one* question from each Unit. Q. No. **1** is compulsory. All questions carry equal marks.

**1.** Define the following in few lines :

- (i) HRD
- (ii) Learning
- (iii) Designing of HRD Programs
- (iv) HRD Audit

- (v) Mentoring
- (vi) QWL
- (vii) Diversity in Culture
- (viii) Labour Market.

### **Unit I**

2. Explain the goals, objectives and benefits and functions of HRD. What are the expected roles and competencies of HRD professionals ?
3. Write in detail the influence of HRD on employees' behaviour.

### **Unit II**

4. Describe the meaning of need assessment in HRD. What are the factors to be considered while designing and developing HRD programs ?
5. Differentiate between HRD climate and culture. Explain in-depth about the components of HRD culture.

### **Unit III**

6. Explain the applications of HRD in training and development and career management and development.
7. What is meant by competency mapping ? Elaborate the process of competency mapping. Why is it important ?

### **Unit IV**

8. Throw light on contemporary issues in HRD. How can these issues be resolved ? Explain.
9. On what bases, HRD practices in Indian organisations are differentiated from International Organisations ?