



**HDC-161100020310** Seat No. \_\_\_\_\_

**M. B. A. (Sem. III) (CBCS) Examination**

**November/December – 2017**

**Human Resource Development**

Time : **3** Hours]

[Total Marks : **70**

**1** What is HRD and HRD Climate ? Explain the HRD functions and principles in detail. **14**

**OR**

**1** What is HRD and HRD climate ? Explain challenges associated with HRD and functions of HRD managers with example. **14**

**2** (a) Explain how HR outsourcing is helpful in any organization. **7**  
(b) Human Capital Development is important – Do you agree ? Give the reason. **7**

**OR**

**2** (a) Explain HRD strategies and designing effective HRD strategies. **7**  
(b) If you have to start a Virtual organization, explain in detail, how will you design it and what problems you will face. **7**

**3** What is Human Resource Information System ? Discuss about HRIS in detail with the help of an example and designing or building HRIS. **14**

**OR**

**3** Explain the concept of Performance Management and Appraisal system. Discuss the process and traditional methods of performance appraisal and also the advantages and disadvantages of the same. **14**

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**1**

**[Contd...**

- 4 (a) Explain 360-degree appraisal technique, along with its advantages and disadvantages. 7
- (b) Explain Kaizen technique along with a suitable example of its implication. 7

**OR**

- 4 (a) Explain the methods of valuation of Human Resource Accounting. 7
- (b) Discuss Employee Coaching, Counseling and Retraining. 7
- 5 Difference between : 14
- (1) Career Planning and Succession Planning
- (2) Traditional HRM approach and Total Quality HRM approach.

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