



JAD-161100020310 Seat No. _____

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

October - 2019

Human Resource Development

Time : 3 Hours]

[Total Marks : 70

- 1 Explain Human Resource Development and also distinguish between HRD and HRM. What are the challenges associated with HRD? 14

OR

- 1 What is HRD? Give the details of HRD Strategies and Designing Effective HRD Strategies. 14

- 2 (A) Explain Human Resource Information system. Also give the details for designing and application of HIRS. 7

- (B) What is HR Accounting and Auditing? Explain the methods for conducting HR accounting in any organization. 7

OR

- 2 (A) Explain Total Quality Management with the help of Kaizen Method. 7

- (B) Explain Change Management. What is/are the process of adaption to change among employees of the organization. 7

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

OR

- 3 Explain Training and Re-training in HRD context. What are the various Training methods (all methods with advantages and disadvantages) available with Employer to train employees? 14

- 4 (A) What is Quality of Life? Explain the Techniques to improve QWL. 7
- (B) Write a note on HR Out-Sourcing with examples. 7
- OR**
- 4 (A) Explain TQM and Quality Circles in detail. 7
- (B) Write a note on HRD in Virtual Organization. 7
- 5 What is HRD and HRD Climate? Explain the HRD functions and Human Capital Development. 14
- OR**
- 5 (A) Explain Coaching and Counselling of Employees in an Organization. 7
- (B) Why Career Management, Development and Succession Planning is now an important practice for any employer? 7
-