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Total Number of Pages: 01

MGT-404C

Fourth Semester Regular / Back Examination – 2015/16

HUMAN RESOURCE DEVELOPMENT

BRANCH(S): MBA

Time: 3 Hours

Max marks: 70

Q.CODE:W 412

Answer any six questions including Q.1, which is compulsory.

1. Answer all the bits.
 - a) Explain the relationship between HRM, HRD, and HRE (human resource environment).
 - b) Outline the human units in organizations.
 - c) What is meant by HRD matrix?
 - d) What is OCTAPACE scale?
 - e) Outline the principles of learning.
 - f) What is vestibule training?
 - g) What do you mean by work culture and organizational culture?
 - h) Outline Kurt Lewin's process of change.
 - i) What is workforce diversity?
 - j) What is polycentric approach in international management? 1×10
2. Define HRD and discuss different functions associated with it. 10
3. What do you mean by HRD climate? How would you measure HRD climate in an organization? 10
4. Explain the role and functions of different HRD sub systems in an organization. 10
5. Discuss the different on-the-job training programmes and the role of line managers in it. 10
6. Why evaluation of training programme is necessary? Discuss the different methodologies of evaluating the effectiveness of training programmes. 10
7. Define organization development and discuss the change process theories of OD. 10
8. Write notes on: (any two)
 - a) Research design
 - b) Coaching and mentoring
 - c) OD intervention 10