Registration No.:
Total number of printed pages – 2 MBA MGT 404C
MG1 404C
Fourth Semester Regular Examination – 2015
HUMAN RESOURCE DEVELOPMENT
BRANCH: MBAR
QUESTION CODE: J 342
Full Marks - 70
Time: 3 Hours GNTRAL LIBR
Answer Question No. 1 which is compulsory and any five from the rest.
The figures in the right-hand margin indicate marks.
1. Answer the following questions : 2×10
(a) Define HRD.
(b) State various competencies of HRD Managers.
(c) What is in-basket exercise?
(d) Why is it important for trainers and trainees to establish a rapport with each other before a training session?

Name the factors in the work environment which affect employee behavior.

"Designing HRD interventions involves a process which includes a four step

10

P.T.O.

(e) What is the supervisor's role in HRD?

List the steps involved in Job Instruction Training.

What do you mean by 'Glass Ceiling'?

sequence". Discuss each step involved in detail.

Name four ethical issues relating to HRD evaluation.

What is job rotation?

(f)

(g)

(h)

(i)

(i)

2.

- Why is needs assessment information critical to the development and delivery of an effective HRD program? Explain.
- What are the criteria for "Make-Versus-Buy" decisions of an HRD program ?
 Discuss.
- What are the levels of Needs analysis? Discuss each of them so as to ensure an effective HRD effort.
- Why do you think that five categories of class room training are so popular in HRD ? Explain in detail.
- Why is HRD evaluation required? Discuss the role of ethics in HRD evaulation.
- Describe the role of HRD professionals with respect to managing culturally diverse employees. What kinds of HRD program support this approach?