AS–779

M.B.A. Semester–III Examination

HUMAN RESOURCE DEVELOPMENT (New)

Paper—MBA/3304/H

Time : Three Hours] [Maximum Marks : 70

Note :—(1) **All** questions are compulsory.

(2) Figures to the right indicate marks.

SECTION—A

1. (a) What are the different challenges of Human Resource Development ? Explain them in detail in Indian perspective. 14

OR

(b) Explain the framework of HRD in the Indian Context and discuss goals of HRD. 14

SECTION—B

2. (a) Explain the different fundamentals of HRD systems. 7

(b) Design a HRD system for a medium sized textile unit of a company employing 250 employees. 7

OR

(c) What principles must be observed in designing the HRD system ? 7

(d) Ten year old Agro product processing industry want to start its new fruit processing unit. As an HRD professional, suggest effective training and development programme for its employees. 7

3. (a) Explain HRD from a strategic perspective for organizations. 7

(b) You are appointed newly as HRD manager and General Manager of organization tells you on the first day of your work that the main problem is of low productivity. The loss to company is because of sagging employee morale. What HRD strategies you will implement to tackle the problems ? 7

OR

(c) What are HRD interventions ? Explain its importance. 7

(d) A medium sized firm engaged in manufacturing of Electrical transformers facing the problem of two conflicting trade unions. Suggest a suitable HRD intervention to resolve the conflict. 7

SECTION—C

4. (a) Discuss some important methods of executive development. 7

(b) Explain the important components of career planning. 7

OR

(c) What is post retirement planning ? When and how it should be planned by employees? 7

(d) What do you mean by succession planning ? How it is carried out for the employees by the organisations ? 7

SECTION—D

5. Mr. Kumar has been working as a Manager (Credit Appraisal) in State Bank of Mysore since 2000. He got first rank in his M.A. from Karnataka University. He rose from officer-Grade IV to officer Grade-1 in a short span of 10 years. Personnel records of the bank shows that he is an efficient manager in Agricultural Credit, Industrial Credit and Credit to small business etc. The bank is planning to use SAP in the project appraisal department. In the project appraisal department. In this connection, Mr. Kumar was asked to take training in SAP. But he was quite reluctant to undergo training.

(1) Why was Mr. Kumar reluctant to undergo training ? Discuss 7

(2) What strategies bank may apply to make Mr. Kumar ready for training ? 7