

M.H.R.D. (Semester—IV) Examination
DYNAMICS OF HUMAN RESOURCE DEVELOPMENT
Paper-401

Time : Three Hours]

[Maximum Marks : 80

Note :—(1) Attempt **ALL** questions.

(2) All questions carry equal marks.

1. (a) Define H.R.D. and explain the sub systems of H.R.D. with its applications. Explain H.R.D. at micro and macro level. 16

OR

- (b) Explain the characteristics of H.R.D. along with the aims and objectives. 16
2. (a) What do you mean by compensation management ? 4
- (b) Explain any two methods of performance appraisal. 4
- (c) Discuss the significance of training. 4
- (d) What is meant by sensitivity training ? 4

OR

- (e) How manager can make a choice of performance appraisal system ? 4
- (f) What do you understand by the word 'Welfare' in H.R.D. ? 4
- (g) Discuss various methods of company training. 4
- (h) State the role of consultant in H.R.D. 4
3. (a) Explain the term 'Career'. What are the factors considered in career development ? 4
- (b) What is transfer ? Discuss the objectives of transfer. 4
- (c) What do you mean by H.R.D. intervention ? 4
- (d) What are the advantages of employee participation ? 4

OR

- (e) What is meant by career planning ? 4
- (f) Explain the aims and objectives of employee participation. 4
- (g) What is the need of HRD intervention ? 4
- (h) Explain the stages of career development. 4
4. (a) What do you mean by SWOT analysis ? Explain its ingredients. 4
- (b) Explain the term counselling facilitation. 4
- (c) Explain the role of H.R.D. counsellor. 4
- (d) Discuss the relevance of counselling in H.R.D. 4

OR

- (e) What are the requirements of effective counselling ? 4
 - (f) Explain need and importance of effective counselling. 4
 - (g) Define "Counselling" and state its applications. 4
 - (h) What is the process of counselling ? 4
 - 5. (a) Explain in detail new developments in counselling. 16
- OR**
- (b) Discuss the multidisciplinary approach of counselling. 16