

Human Resources Development

Time: 3 Hours

Max. Marks: 75

Answer any FIVE Questions One Question from Each Unit
All Questions Carry Equal Marks

UNIT-I

1. a Explain the concept of HRD and its objectives. 6M
b Evaluate the functions of HRD. 6M

OR

2. a Define HRD and illustrate the scope of HRD in the present business scenario. 6M
b Analyze the various attributes of the HRD manager for effective management. 6M

UNIT-II

3. a Determine the different HRD strategies for employee development. 6M
b Difference between Training and Development. 6M

OR

4. a Discuss the various identification of HRD needs. 6M
b State the evaluation of the training program and its design. 6M

UNIT-III

5. a Write a note on mentoring for employee development. 6M
b Evaluate the role and responsibilities of a mentor. 6M

OR

6. a How will mentoring help with employee development? 6M
b Denote the perspectives of mentoring and determine the barriers to mentoring. 6M

UNIT-IV

7. a Write a note on the importance of counselling for employee wellness. 6M
b Discuss the role of an individual in their career planning. 6M

OR

8. a Explain the concept of stress management. 6M
b Analyze the different stages involved in career development. 6M

UNIT-V

9. a What are the ethical problems in HRD roles? Explain. 6M
b Denote the concept of HRD Audit. 6M

OR

10. a What are the future applications of HRD for organizational change? 6M
b Demonstrate the role of HRD in developing ethical attitudes and behavior of the employees in an organization. 6M

CASE STUDY

- 11 In the Dark," Could you come to my office for a minute, Rao?" asked The Mehta, the plant manager. "Sure, be right there," said Rao. Rao was the plant's control director. He had been with the company for four years. After completing his degree in mechanical engineering, he worked as a production supervisor and then as a maintenance supervisor, prior to moving to his present job. Rao thought he knew what the call was about. "Your letter of resignation catches me by surprise," began Mehta. "I know that Malhotra products will be getting a good person, but we sure need you here, too." "I thought about it a lot," said Rao, "but there doesn't seem to be a future for me here." "Why do you say that?" asked Mehta. "Well," replied Rao, "the next position above mine is yours. With you being only 39, I don't think it

slightly that you'll be leaving soon," said Mehta. "That's why it's even more of a shock to learn that you are resigning. I think I'll be moving to the corporate office in June of next year.

Besides, the company has several plants that are larger than this one, and we need good people in those plants from time to time, both in quality control and in general management." "Well, I heard about an opening in the Daruhera plant last year," said Rao, but by the time I checked, the job had already been filled. We never know about opportunities in other plants until we read about incumbents in the company paper." "All this is beside the point now. What would it take to get you to change your mind?" asked Mehta. "I don't think I will change my mind now," replied Rao, "because I have given my word that I am going to join them."

Questions:

1. Evaluate the career planning and the development Programme at this company.
2. What actions might have prevented Rao's resignation?