

Roll No.

MMS/MX

6820

Human Resource Development Strategies and Systems

Paper: HRM-405

Time: Three Hours]

[Maximum Marks: 70

Note:- Question No. 1 is compulsory. Attempt FIVE questions in all.

All questions carry equal marks.

1. Explain meaning of the following:
 - (a) Performance Planning
 - (b) Performance Counseling
 - (c) Quality Circles
 - (d) HRD Climate
 - (e) HRIS
 - (f) Human Resource Accounting
 - (g) Organizational Change.
2. What do you mean by Human Resource Development? Bring out its goals and objectives and also highlight current problems in HRD with special reference to Indian organizations.
3. Discuss strategies and practices of Human Resource development in Indian organizations.
4. Discuss HRD as a total system and explain principles for designing and effective functioning of HRD system.
5. What do you mean by the term HRD for workers? What are self-development programmes and how are they useful for the development of workers? Discuss.
6. What do you mean by Quality of work life? Critically evaluate its effectiveness as HRD intervention/subsystem of HRD and also highlight its significance for Indian organizations.
7. Define and describe HRD climate. Bring out elements of HRD climate and explain how are HRD climate and organizational climate are related to each other.
8. Explain the meaning of Mentoring and Coaching. How does mentoring and coaching act as a tool for employee development?