

Roll No.

Total Pages : 2

OMMS/M-19

13049

**HUMAN RESOURCE DEVELOPMENT :
STRATEGIES AND SYSTEMS**

Paper : HRM-403

Time : Three Hours]

[Maximum Marks : 70

Note : Attempt any *eight* questions from the Part-A and any *three* questions from Part-B.

PART-A

Note : Short answer type questions.

1. Define the concept of HRD. Discuss objectives of HRD.
2. Differentiate training from development with the help of suitable examples.
3. What do you mean by succession planning and also discuss the objectives of succession planning.
4. What are the basic principles of learning ?
5. What are the elements of HRD climate ?
6. Why do employees resist organisational changes ?

7. What do you mean by Quality circles ? How do they contribute to organisational development ?
8. Explain the objectives of the strategic HR framework approach.
9. What are the challenges faced by HRD professionals in present business environment.
10. Explain job enlargement and Job enrichment.

PART-B

11. What are the changing paradigms of HRD ? Explain the goals and scope of HRD in Indian organisations.
12. Is the role of HRD manager critical to success of an intervention ? If yes, under what conditions ? Also explain competency requirements.
13. What do you mean by succession planning ? How does HRD managers and succession planning contribute in an employee's career planning.
14. What is the idea and philosophy behind P-CMM Approach ? Explain P-CMM approach and its contribution in employee's performance management.
15. Write a detailed note on HRD approaches for coping with organisational changes.