

## HUMAN RESOURCE DEVELOPMENT STRATEGIES &amp; SYSTEMS

Paper HRM-40S

Time: Three Hours]

[Maximum Marks: 70

Note :- Question No.1 Is compulsory. Attempt FIVE questions In all.

All questions carry equal marks.

Write short notes on :

- (a) Manpower demand and supply forecasting
- (b) Sensitivity training
- (c) Johari Window
- (d) Retention of talented work force in organisations
- (e) Quality of work life
- (f) HRIS
- (g) Exit interviews.

2. What is personal development? Discuss the role of HRD managers in the development of personal development in the new global business environment.

3. Discuss training and development as major H.R. Strategic mechanism and also express your views on how T & D can be used for sustainable development.

4."OCTAPACE" are the mirrors of organisational climate and culture." Elucidate.

5. What is 'career path' management? How does it affect an individual and an organisation? Explain.

6. Write a detailed note on design and administration of a new HRD system.

7. What do you mean by organisational change? Describe various approaches of HRD for management of organisational change.

8.Critically examine the management development techniques.

**MMS/M06**  
**HUMAN RESOURCE DEVELOPMENT:**  
**STRATEGIES AND SYSTEMS Paper-**  
**HRM-4 05**

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Time: Three Hours]

[Maximum Marks: 70

Note:- Question no.1 is compulsory. In all attempt FIVE questions.

All questions carry equal marks.

1. Write Short notes on:
  - (a) Manpower Planning
  - (b) Career Planning
  - (c) Job Description
  - (d) Difference between training and OD.
  - (e) Potential Appraisal
  - (f) Resistance to change
  - (g) Management by objectives.
2. Write in detail about the instruments/mechanisms used to facilitate Human Resource Development.
3. What is the main objective of an HRD department? Write about Its various tasks. How can HRD be used for organizational effectiveness? Give suggestions.
4. How do you think HRD are processes culture bound 'J Describe those characteristics of Indian culture which affect HRD practices in Indian organizations.
5. Describe the conditions which must exist for the success of an OD programme in the light of experience of Indian organizations.
6. Describe the points to be remembered in designing a new Human Resource Development System. What things should be incorporated in an HRD plan?
7. Is management development essentially a part of effective personnel policy? Give reasons.
8. Distinguish training from development. Write in detail about sensitivity training.

