

(2)

4. Discuss the HRD techniques for workers in an industrial organization.
5. Discuss the various HRD approaches for coping with organizational changes in Indian context.
6. What do you understand by HRD system ? Explain in detail the principles in designing HRD system.
7. Discuss in detail the HRD intervention and its importance in modern organization.
8. Explain in detail staffing as HRD function.

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## HUMAN RESOURCE DEVELOPMENT : STRATEGIES

### AND SYSTEMS

Paper--HRM-405

Time allowed : 3 hours]

[Maximum marks : 70

*Note : Attempt five questions in all. Question No. 1 is compulsory. All questions carry equal marks.*

1. Write brief notes on the following :
  - (a) "HRD is not Personnel Management." Comment.
  - (b) Essentials of effective HRD in organization.
  - (c) Importance of HRD in strategic management.
  - (d) Role of HRD manager in new environment.
  - (e) Importance of HRD climate.
  - (f) Role of HRD professionals for coping with organizational changes.
  - (g) Suggestions for designing effective HRD system.
2. State the concept of HRD and explain in detail its need and significance in modern organization.
3. Explain in detail the concept of HRD climate and the elements of OCTAPACE culture in an organization.