

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

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.

