

MBAM-15 13185

HUMAN RESOURCE DEVELOPMENT

Paper-MBA (HM-105)

Time Allowed : 3 Hours] [Maximum Marks : 80

Note : Attempt **five** questions in all, selecting at least **one** question from each Unit. Question No. 1 is compulsory. All questions carry equal marks.

Compulsory Question

1. Short answer type questions :

- (a) Differentiate between HRM and HRD.
- (b) Discuss various types of Empowerment.
- (c) Differentiate between Career Planning vs. Career Development.
- (d) Define the Integrated Concept of HRD.
- (e) What are the key determinants of Quality of Work Life?
- (f) Discuss the Key Limitations of Career Planning in Organisations.
- (g) What is the role of Chief Executives in HRD of an Organisation.
- (h) "Quality circle is a tool to empower employees". Comment.

UNIT-I

2. Elaborate the concept of HRD Climate. In your opinion, whether HRD Climate is a part of Organisational Climate or both are same in terms of scope. Also throw light on the major elements of Effective HRD Climate of an Organisation.
3. Attempt the following :
 - (a) Throw light on core competencies need to be possessed by HRD Manager working in Tourism Industry.
 - (b) Discuss the scope of HRD keeping in view the changing business scenario of Tourism Industry in India.

UNIT-II

4. In recent years, what forces in the Contemporary Business Environment have changed the way that employees' careers have been managed by the organisations and by employees themselves? Throw light on recent changes in Career Management in Organisations.
5. Explain the various kinds of Career related problems usually faced by professionals of Hotel Industry. Also suggest solutions for overcoming those problems.

UNIT-III

6. Elucidate the various important steps to be followed for the developing and designing an effective Management Development System for an organisation in Hotel Industry. What important decisions must be taken by the HRD Manager at each step?

7. Attempt the following :

- (a) How Management development is different from Training and Development?
- (b) Discuss some of the contemporary techniques widely used in Tourism Industry for development of Managers.

UNIT-IV

8. What is Employee Empowerment? Why this concept has grown important these days? Throw light on strategies adopted by organisations in Hotel Industry to empower their employees.
9. Elaborate in detail that, how the function of HRD is organized in Public Sector Organisations/ Government Organisations. How it is different from HRD in Private Sector Organisation? Use examples to explain.