MB-116C

Sl.No. : **Total No. of Pages : 2**

Third Semester M.B.A. Degree Examination, May - 2025
(SLM Scheme) (Non - CBCS)
MANAGEMENT
Elective - C : People Management
Strategic Human Resources & Development

Time : 3 Hours **Max. Marks : 80**

Instruction : Answer all the sections.

SECTION - A

Answer any Five sub-questions. Each Sub question carries Three marks. **[5 × 3 = 15]**

Q1) a) List the qualities of a good human resource manager.

b) What are assessment centers?

c) Write a note on human capital.

d) Distinguish Career planning v/s Manpower Planning.

e) What are the advantages of working in teams?

f) Justify why organization should encourage workforce diversity?

g) What are the uses of HRIS?

SECTION - B

Answer any four questions. Each question carries Five marks. **[4 × 5 = 20]**

Q2) Bring out the evolution of HRD.

Q3) What are the challenges of designing and creating HRD programmes?

Q4) Distinguish between formal and informal induction programmes.

Q5) Examine the HRD strategies for competitive advantages.

Q6) What is the role of a change agent in OD?

Q7) Highlight the essentials of a training program for trainers.

SECTION - C

Answer any three questions. Each question carries Ten marks. [3 × 10 = 30]

Q8) Explain the importance of HRD in present knowledge economy.

Q9) Discuss the strategic approach to effective training and development.

Q10) Explain the analytical and development stages in career planning and development.

Q11) How does human resource accounting, benchmarking and competency mapping account for evaluating HRD activities?

Q12) Discuss the approaches in handling stress at workplace.

SECTION - D

Q13) **Case (Compulsory)** **[1 × 15 =15]**

Mr. Ram Swaroop is an energetic M.D. of a medium scale manufacturing firm in Bubaneswar. He has been recently gone for a T-Group training. He was mighty impressed. He wanted to introduce this training to his own managers.

Mr. Swaroop called his G.M (personnel), Mr. Patnaik and directed him to take steps to that T-Group training can be introduced as an in house management development program. G.M (P) was , some how or other, not very enthusiastic. He postponed the programme, with some reason or other. When there was opportunity, M.D. got Mr. Patnaik transferred to another unit. In his place, he promoted Mr. Vineeth as G.M(personnel). The first task he gave to MR. Vineeth was to organize T-Group Training. In fact, Mr. Vineeth was also exposed to T-Group Training elsewhere. This he thought is an added advantage to introduce such training as a regular in-house programme. Mr. Vineeth however had different views, he suggested to MD that T-Group training, as an in-house programme, is not a good thing to do. Instead he proposed to send selected managers outside to undergo T-Group Training.

Questions:

a) Why were both the General Managers (Personnel) were against T-Group training?

b) What is the rationale of Mr. Vineeth's suggestion to carryout T-Group training outside and not within the organization?

c) Why is the M.D. insisting on T-Group Training?

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