MBSC-3.1C

Sl.No. :

Total No. of Pages : 2

Third Semester M.B.A. Degree Examination, February - 2024

(CBCS) (SLM Scheme)

MANAGEMENT (HR)

Strategic Human Resource Development

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

SECTION - A

Answer any five questions. Each question carries five marks. [5 × 5 = 25]

1. Define Human resource development. State its objectives.

2. What are the role and competencies of HRD professional?

3. Mention the importance of career planning.

4. Discuss the need for manpower planning.

5. State the benefits of induction and orientation programme.

6. What is Human resource audit? Explain.

7. Write a note on Balance Score Card.

SECTION - B

Answer any four questions. Each question carries ten marks. [4 × 10 = 40]

8. Discuss the components of performance management system.

9. Explain the process of human resource development.

10. Examine the steps involved in career planning process.

11. Describe the factors which will influence on HRD interventions.

12. Explain the various methods of on the job training.

13. Critically evaluate the different issues involved in HRD.

SECTION - C

14. Case Study (Compulsory) **[1 × 15 = 15]**

Prem is back in his home town Chennai after an exciting three years of work in the US subsidiary of his company. He went to US with a promotion of Divisional Head of Banking services and the tenure of his assignment to be five years. When he started to US, he took his family also with him. His wife, Preetham, a system analyst in another leading Indian IT firm had to quit the job as Prem did not want the family to be broken. Prem had all fears about US while starting, as his two children had to be admitted in the school, the whole family has to get withstand the culture change. But the family settled in US without much trouble, as the children could find place in an International school and both of them liked the school and the culture. Preetham could find another job in US without making much compromise in the career. The family started loving pizzas and coke and now the life style of the whole family has changed. Prem proved to be very successful in his assignment.

The company planned to open a subsidiary in China. While analyzing many of its employee's profile, they found Prem's to be suitable. Hence they posted Prem as the head of the subsidiary, and wanted Prem to move to the new location within two weeks. To get the orders now, Prem is in Chennai after an exciting three years of work in the US. Leaving his family in US, he has come to Chennai to take the charge.

He is highly tensed to tell the whole family about the change now. He is more confused now as Preetham has got promotion last month and the first kid is in the last year of his school, and telling both of them to change is a highly sensitive issue. The culture change from US to Chinese, learning Chinese language which is a must for Prem now as his office will recruit Chinese nationals, his office is at some interior part of China where there is no International school nearby and many more problems have lined up.

Questions:

a) As a HR manager what are your responsibilities to make Prem's change a smooth process?

b) Do you think Prem can be as successful as he was in US?

c) What type of training can be given to Prem and his family?