MBSC-3.1C

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

Third Semester M.B.A. Degree Examination, June/July - 2024
(CBCS) (SLM Scheme)
MANAGEMENT
Elective - C : Human Resource
Strategic Human Resource Development

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

SECTION - A

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

Q1) What is HRD? Mention the Objective of HRD.

Q2) Differentiate between HRD and HRM.

Q3) Write a short note on:

a) Performance Management

b) Assessment Centre

Q4) Explain the process of Career Planning.

Q5) Briefly explain HR audit.

Q6) Define Globalization. Explain the impact of globalization on HRD.

Q7) Discuss Organisation Development Process.

SECTION - B

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

Q8) Discuss qualities of good HRM? Explain roles and competencies of HRD professionals.

Q9) Define Career Planning. Explain the importance and benefits of Career Planning.

Q10) Discuss: a) Balance Score Card b) Intellectual Capital c) Change Managenent

Q11) Define training. Explain the importance of training?

Q12) Differentiate between on-the-job training and off-the-job training method you consider best and why?

Q13) Elucidate the emerging trends in HRD. Describe in brief the issues in HRD.

SECTION - C

Q14) Case (Compulsory) **[1 × 15 = 15]**

Unique Funds Ltd. Is a required finance company having 10 branches in different part of the country. Its staff includes 290 operative employees and 70 executives. The company has performance rating plan under which the staff members are rated at the end of each financial year by a committee of two executives by means of graphic scale. The qualities considered are responsibilities, initiative, dependability, leadership potential. cooperative attitude and community service. After performance is evaluated, the ratings are discussed with the conceal employees by their immediate boss and are used to counsel them and arrange further training for them. The ratings are also used for granting or withholding of increments and promoting of meritorious staff. Recently, two employees working at the Head Office have been denied annual increments due to comparatively low ratings. They have made a representation to the Chief Executive of the company expressing their dissatisfaction with the appraisal system and insisting that community service is not part of their job and it should not influence their ratings the employees seem to organize a union and demand that annual increments should be granted automatically. The Chief Executive feels that performance appraised is a dangerous source of friction and should be discontinued altogether.

Questions:

a) If you were the Human Resource Manager, how would you defuse the problem?

b) How far do you agree with the Chief Executive's view that performance appraisal should be discontinued?

c) On what lines would you recommend modifications in the performance appraisal system of the company?