MBSC3.1C

Sl. No.

III Semester M.B.A. Degree Examination, May/June - 2026
MANAGEMENT
(Elective - C) : Human Resource Management
Strategic Human Resource Development
(CBCS Scheme)

Time : 3 Hours **Maximum Marks : 80**

SECTION -A

Answer any Five questions. Each question carries Five marks. **(5×5=25)**

1. Define Human resource development. What are its importance?
2. How does macro level HRD differs from micro level HRD?
3. Mention the objectives of career planning.
4. Discuss the significance of manpower planning ·
5. State the benefits of training 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 challenges faced by HRD managers.
9. Explain the steps involved in human resource development.
10. Examine the phases of performance management system.
11. Describe the factors which will influence on HRD interventions.
12. Explain the various methods of training programme.
13. Critically evaluate the factors to be considered for successful career planning.

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SECTION - C

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

Ram Ram Ltd. a company into music industry which records the music and market through the cassettes from past 15 years started experiencing a new challenge. The manufacturing unit of Ram Ram Ltd. at Bangalore had a workforce of 1010 employees and manufactured only cassettes. The market for cassettes was badly effected by piracy and a fast growing CD market. So the management at Ram Ram which had already downsized by 1800 employees over two years through the VRS was again considering the idea of manpower reduction. The union however opposed this idea strongly . The management at the plant was in fix as to how can it reduce the cost.

Ram Ram Ltd. could not forecast the total demand for the new quarter. It failed to for see the technological changes in the market and the influence of such changes in their product. The music industry itself was fast becoming stagnant. Had the management at Ram Ram Ltd. prepared itself to face these challenges, it would have averted the current crisis. At this stage it can neither relocate the employees nor layoff nor can it bear their burden and run into red.

Questions:

a) If you are the HR Manager, what will be your career planning for employees.

b) What are the key challenges of HRD professionals and provide solutions.

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