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**5 SEM TDC HRD 4 (Sp)**

**2 0 1 3**

( November )

COMMERCE

( Speciality )

Course : 504

**( Human Resource Development )**

Full Marks : 80

Pass Marks : 32

Time : 3 hours

*The figures in the margin indicate full marks  
for the questions*

1. Write True or False : 1×5=5
- (a) HRD emphasizes improvement of human processes.
- (b) The function of HRD is merely to cope with the needs of the organization.
- (c) Job training aims at developing the total personality of the individual.

- (d) HRD culture is an integral part of organizational culture.
- (e) Career planning reduces dependence on external sources of recruitment.

2. Fill in the blanks with appropriate words :

1×3=3

- (a) When seniority is the only deciding factor in promotion, it is not the management but the — which ranks individuals.
- (b) A transfer implies a — movement of an employee in the hierarchy of positions with the same pay and status.
- (c) All HRD-oriented organizations regard training as a — activity.

3. Write short notes on the following : 4×4=16

- (a) HRD department
- (b) HRD audit
- (c) Methods of training
- (d) Learning process

4. (a) What do you mean by HRD? Discuss its importance in the present industrial scenario.

4+7=11



Or

(b) Explain the position of HRD in Human Resource Management in a large industrial organization. 11

5. (a) Discuss the various strategies involved in introducing a new human resource development system. 11

Or

(b) What is organizational climate? How does it affect organizational effectiveness? 4+7=11

6. (a) Write an explanatory note on the 'HRD practices in India' during the period of globalization. 11

Or

(b) Explain the meaning and characteristics of strategic HRD. 4+7=11

7. (a) How would you determine the training needs in an organization? Discuss. 11

Or

(b) What is 'executive development'? Explain its objectives. 4+7=11

( 4 )

8. (a) Describe the important steps involved in career planning. 12

Or

- (b) Distinguish between the following :  $6 \times 2 = 12$

- (i) Career Planning and Career Development
- (ii) Training and Education

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