

Roll No. ....

Total Pages : 03

**MBAH/M-20**

**13439**

**HUMAN RESOURCE DEVELOPMENT**

**HM-105**

Time : Three Hours]

[Maximum Marks : 80

**Note :** Attempt *Five* questions in all. Q. No. **1** is compulsory consisting of 16 marks. Attempt *four* other questions, selecting *one* question from each Unit. Each question shall be of 16 marks.

- 1. Short Answer Type Questions :** **4×4=16**
- (a) Why employees want to associate themselves with a company which satisfies their need for empowerment ? Identify reasons.
  - (b) Elaborate the concept of Integrated HRD. State its benefits.
  - (c) Discuss the key features of HRD function in a Government Organisation/Public Sector undertaking by taking a practical example.
  - (d) Review some of the recent trends in management development with reference to tourism industry.

**Unit I**

- 2. Define HRD Climate. What are the key constituents of HRD Climate ? Does positive HRD Climate plays any significant role in organisational effectiveness ? Justify your viewpoint.**

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**1**

3. State the major functions of CEOs towards developing human resources of an organisation. Also throw light on key competencies of effective HRD Managers.

### **Unit II**

4. Identify the potential career related problems for a fresh graduate who wishes to establish his career in tourism and hospitality industry. Suggest certain dependable solutions for the problems identified by you.
5. What are the major objectives of an organisation behind career planning and development function ? Figure out the responsibilities of an organisation towards its employees in providing them effective career growth and advancement.

### **Unit III**

6. Design a management development program for middle level managers working in tourism and hospitality industry professionals. Elaborate the different stages.
7. Identify and explain the prominent techniques used for management or executive development by modern technology enabled organisations. Mention their pros, cons and suitability in different situations.

#### **Unit IV**

- 8.** What are Quality Circles ? Examine the functions and objectives of Quality Circles. Discuss its potential benefits as an HRD Mechanism.
- 9.** Define Quality of work life. What factors/elements constitute the concept of Quality of Work Life ? State the advantages which Good QWL offers to the employees as well as to the organisation.