

(4)

Unit - IV

8. Under what conditions should counselling be given to an employee? What are the skills required to provide successful counselling? 10
9. Differentiate between employee coaching and mentoring. Also explain Mentoring Life Cycle. 10

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Roll No. _____

MS-3102

M.B.A. (OB & HRD) (Fourth Semester)

Examination, 2015

Human Resource Development Strategies
& Systems

(HR-433)

Time Allowed : Three Hours] [Maximum Marks : 70

Note : Attempt five questions in all. Question No.1 is compulsory and carries 30 marks. In addition, attempt one question from each unit.

1. Please read the following case situations and answer the questions: $10 \times 3 = 30$
- (a) One of your successful and popular managers suddenly felt disillusioned, in his job, lost interest, drive and started performing badly. As an HRD Manager outline your action plan to help him.

(2)

- (b) You are working in HRD department of an expanding automobile company. It has been reported to you that your Sales Manager has not been performing well, inspite of counselling, reprimand and warnings given to him by GM –Marketing. Now GM–Marketing wants to sack him. What would be your HRD action plan?
- (c) You are a HRD consultant. Recently a CEO of a merged banking company approaches you to help him in building motivation and morale of his employees. The merged organization’s employees are reeling heavily under FUD-Fear, Uncertainty and Distrust, as informed by CEO. What will be your action plan?

Unit - I

2. In your view which theoretical foundation of HRD is more relevant today and why? How can HRD improve performance of an organization? Give examples from IT industry to support your answer. 10

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3. As an HR manager, critically examine the recent scenario of Human Resource Development in India. What are the reasons of its slow progress in the Indian context? 10

Unit - II

4. Trace out the linkage between Human Resource Management and Human Resource Development. Also enlist the code of Ethics for Human Resource Development Professionals. 10
5. Elaborate on PMS and explain the process of performance appraisal. Also discuss the essentials of a good performance appraisal system. 10

Unit - III

6. What do you understand by HRD System? Also describe various sub-systems of HRD system. 10
7. Define and explain the concept and scope of Strategic Human Resource Development. 10

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P.T.O.