

MAY 2016

**P/ID 77530/PMEP/  
PMBR2/PMSR2/  
MBNR2**

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Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions.

1. Define Human Resource Development.
2. Define 360 degree appraisal system.
3. Explain the limitation of human resources accounting.
4. State the importance of creativity in an organisation.
5. Explain the role of business management in HRD.
6. Explain the features of OD.
7. What are the features of organisational culture?
8. Explain the need and objectives of employee training.

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

9. Discuss the problems in human resource planning. How can these problems be overcome?
10. Explain the various methods of training employees, point out the merits and demerits of each.
11. How will you assess the HRD initiatives on the bottom line of an organisation? Explain with suitable example.
12. Give an account of merits and limitations of organisational development.
13. Explain the role of IT in HR activity.
14. “The nature and objectives of the organisation determine the role and type of HRD process to be chosen for development intervention”. Comment on this statement and discuss the underlying concepts with suitable examples.
15. Analyse how a desired work culture would be transplanted in India.
16. Define and describe the objectives and advantages of multisource feedback and assessment feedback systems (MAFS).

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PART C — (1 × 20 = 20 marks)

(Compulsory)

17. A five year old private sector insurance company wants to develop a training program for its newly recruited agents. Suggest a suitable framework for training by the company for the development of its employees.
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