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5 SEM TDC DSE COM (CBCS) 502 (GR-II)

2024

(November)

COMMERCE

(Discipline Specific Elective)

(For Honours & Non-Honours)

Paper : DSE-502 (Group—II)

(**Human Resource Development**)

Full Marks : 80

Pass Marks : 32

Time : 3 hours

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

1. Answer the following as directed : 8
- (a) HRD aims at developing capabilities and competencies of workers. 1
(Write True or False)
- (b) Strategic HRD involves in formulating both HRD policy and corporate policy simultaneously. 1
(Write True or False)

- (c) HRD culture is an integral part of _____ culture. 1
(Fill in the blank)
- (d) _____ training involves the duplication of organizational situations in a learning environment. 1
(Fill in the blank)
- (e) Mention two advantages of job training methods. 2
- (f) State two objectives of management development. 2
2. Write short notes on any *four* of the following : 4×4=16
- (a) Importance of HRD
- (b) HRD culture
- (c) Principles of strategic HRD
- (d) Needs of Training
- (e) Changing role of HRD
- (f) Steps involved in the training process
3. (a) Define HRD. What is the scope of HRD in modern business organization? Differentiate HRD from Human Resource Management. 4+5+5=14
Or
- (b) Explain the position of HRD in Human Resource Management in a large industrial organization. 14

4. (a) What do you mean by HRD structure? Explain the HRD structures with the help of suitable figures in different organizations. 4+10=14
Or
- (b) Briefly explain the HRD system. Discuss the various subsystems of HRD. 4+10=14
5. (a) What do you mean by strategic human resource development? How does it differ from conventional human resource development? 4+10=14
Or
- (b) Discuss the components of strategic HRD. 14
6. (a) What is training? Discuss the criteria for evaluation of the effectiveness of training and development. 4+10=14
Or
- (b) What is executive development? Discuss its objectives and importance in the context of Indian environment. 4+5+5=14