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

2 0 2 3

(November)

COMMERCE

(Discipline Specific Elective)

(For Honours and 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. (a) Write True or False : 1×4=4

(i) HRD culture is an integral part of organizational culture.

(ii) HRD approach intends better adjustment of the individuals to their job and environment.

(2)

- (iii) Promotion is not a source of recruitment.
- (iv) A transfer may involve a promotion or demotion or no change at all in the status and responsibility.
- (b) State two objectives of training. 2
- (c) Mention two advantages of job rotation. 2
2. Write short notes on any four of the following : 4×4=16
- (a) Human Resource Planning
- (b) Career Development
- (c) HRD Audit
- (d) Functions of HRD Manager
- (e) Job Analysis
- (f) Recruitment
3. What do you mean by HRD? Discuss the importance and need of HRD in a giant industrial enterprise. 4+10=14
- Or
- Write a note on the objectives of HRD. 14

(3)

4. Explain in detail about the elements of HRD climate. 14
- Or
- What is HRD culture? How does it influence performance of employees? 7+7=14
5. Give your suggestions to make HRD more effective in Indian organizations. 14
- Or
- Discuss the concept of strategic HRD. How does it help in fulfilling the overall objectives of HRM? 7+7=14
6. Discuss the objects of training and enumerate the steps in a training process. 7+7=14
- Or
- Explain the various methods of training. 14
