Total No. of Printed Pages—3

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

(*Continued*)

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

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