# AE-123

**April-2023**

## Int. MBA, Sem.-VIII

## Human Resource Development

**Time : 2½ Hours]** **[Max. Marks : 70**

1. "As a HR manager of IT firm enlist all the roles and responsibilities to be performed by you to ensure smooth working of organization". **14**

2. Attempt any **Two** : **14**

   (A) What is HR forecasting ? Write and explain different types of forecasting.

   (B) Write and explain the steps in induction process.

   (C) "Job evaluation plays a vital role to derive the strength and weakness of organization". Justify the statement with the help of different types of methods of job evaluation.

3. Attempt any **Two** : **14**

   (A) Explain in detail the types of problems in the performance appraisal system in the company.

   (B) "There are multiple ways of organizing training and disseminating knowledge to employees". Elaborate the statement with the help of different types of training methods.

   (C) Explain in detail the different components of training.

4. What do you mean by Multi-Source Assessment and Feedback System (MAFS) ? Discuss Objectives and Values of MAFS in detail. **14**

5. Explain Compensation. 'Executives are keen to look after the health of the company' – Discuss this statement with respect to Executive Compensation in detail. **14**

**OR**

Explain the concept of the Employee Separation. Also describe at length the types of Separation. **14**

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