

M.B.A.-II (Sem.-III) Examination**Human Resource Development (HRD) (HR Elective) Repeaters**

Time : 3 Hours]

May-2017

[Max. Marks : 100

Q.1 Define the following:

- a) Adult learning
- b) Workplace learning
- c) Overlearning
- d) Direct costs

Q.2 Discuss the meaning and importance of HRD with examples.**OR**

Explain how effective HRD can help the industries in India. Use the merits or advantages of HRD to strengthen your arguments.

Q.3 Write Short notes (any four)

- a) Training Return on investment (ROI)
- b) Kirkpatrick's framework as used in HRD
- c) Selecting candidates for HRD within an organization
- d) Make or buy decision in HRD
- e) Training methods for management development programs

Q.4 Answer any two questions:

- a) Discuss in detail the stage of identifying training needs within an organization.
- b) Discuss in detail the evaluation phase of training.
- c) Discuss in detail the design process of training.

Q.5 You have been asked by your management to design an orientation program for newly selected employees. You have joined this organization last year after completing MBA with HR as your major elective. Your company does have some kind of employee on-boarding, but you have been asked to make the program more systematic. Use your assumptions and present the schedule and cost-estimate for a three-day orientation program for 20 employees.