

MBHR 3001 R

M.B.A. DEGREE EXAMINATION, MAY 2026

Third Semester

Human Resource Management

HUMAN RESOURCE DEVELOPMENT

(2023 onwards)

Time : Three hours

Maximum : 75 marks

PART A — (5 × 4 = 20 marks)

Answer any FIVE questions.

1. Explain the evolution of Human Resource Development in the Indian context.
2. Outline the impact of External and Internal influences on Employee behavior.
3. What are the importance of HRD interventions?
4. How will you assess the impact of Human Resource Development programs.
5. List out and explain the advantages of Realistic job review.

6. Mention and explain the features of Socialization.
7. Analyse the role of counselling as an HRD Activity.

8. What are Common benchmarked performances in Human Resource Development?

PART B — (5 × 8 = 40 marks)

Answer any FIVE questions.

9. Identify and explain the Roles and competencies of HRD professionals.
10. Discuss the various Strategies of Learning which helps in Human Resource Development.
11. Briefly explain the different stages involved in the process of Human Resource Development.
12. Elaborate the Various methods of training in the organizational context.
13. Determine the different applications of Human Resource Development.
14. Enumerate the steps involved in the Career Management process.

15. Bring out the programs offered for Employee wellness.
16. Examine the various Human Resource Development programs offered for Diverse Employees.

PART C — (1 × 15 = 15 marks)

Answer the following.

17. Case study: Compulsory
Developing a Training program at Johnson Apparel Company

How can we develop a training program which will have a significant impact on the senior Marketing supervisors? This was the question we faced at Johnson Apparel Company. Ms Racine at the initial task force meeting of seven, middle managers. The challenge had been issued to the task force by the two vice presidents of major divisions (manufacturing and distribution) to build a practical, participative, results oriented training program for marketing supervisors working for more than five years.

Questions:

- (a) Describe the steps you would go before actually designing the content of the training.
- (b) Design a training schedule for two days for the supervisors.