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Total Number of Pages: 01

MAM
IMB901B

9th Semester Regular Examination 2017-18

Human Resource Development

BRANCH(S): MAM

Time: 3 Hours

Max Marks: 70

Q.CODE: B672

Answer Question No.1 which is compulsory and any five from the rest.

The figures in the right hand margin indicate marks.

- Q1 Answer briefly the following questions: (2 x 10)**
- a) Explain the 3 C's of human resource development?
 - b) What is the demonstration method of training?
 - c) What is Job Instruction Training?
 - d) Outline the strategies to maximize learning.
 - e) What are the HRD interventions?
 - f) Explain the elements of OCTOPACE culture.
 - g) What are the advantages of simulation ?
 - h) Outline techniques of assessing HRD needs.
 - i) Outline the steps of research design.
 - j) Differentiate coaching and mentoring.
- Q2 Discuss the issues and challenges of HRD managers for managing a cross-cultural and global workforce. (10)**
- Q3 What are the objectives for evaluating the HRD programmes? Discuss the Krickpatrick's framework of HRD evaluation. (10)**
- Q4 Explain the role of line managers in HRD system. (10)**
- Q5 Distinguish HRD climate and Organizational climate. Explain the features and elements of HRD climate in the context of a business organization. (10)**
- Q6 In Kolb's experiential learning cycle, explain the characteristics and implications of four components with suitable examples. (10)**
- Q7 Briefly discuss the HRD matrix and its application in HRD climate. (10)**
- Q8 Write short notes (any Two): (5 x 2)**
- a) Lewin's change process theory
 - b) HRD process
 - c) OD interventions