

Roll No. ....  
3200 21/12/15/20

**DN-234**

**December 2019**  
**Master of Business Administration (MBA) Examination**

(Full Time) (New) Third Semester  
**FT-304H : HUMAN RESOURCE DEVELOPMENT AND AUDIT**

Time 3 Hours]

[Max. Marks 80

**Note : Attempt any four questions from Section A. Each question of Section A carries 15 marks. Section B is compulsory and carries 20 marks.**

**Section A**

1. Explain the concept of HRD. What are the challenges of HRD, which today's HRD Executive has to face in Corporate ?
2. What roles and competencies HRD Professional are required to fulfill in an Organization to make their organizations competitive ?
3. Explain System Approach of Human Resource Development. What System Design Principles are to be kept at place for HRD ? <http://www.davvonline.com>
4. What are the HRD Fundamentals needed for managing organizational change ?
5. Write short note on any two of the following :
  - (a) HRD for Culturally Diverse Employees.
  - (b) Designing for HRD Audit Process.
  - (c) HRD Climate.

**Section B**

6. Read the case and answer the questions given at the end :

**OPENING CASE**

Mr. Maruti after obtaining his B. Sc. Degree did a few odd jobs for two years and then completed his MBA degree from S. K. University in 2004. He went to Bangalore and began his career in computer industry as a software professional for a salary of Rs. 12,000 per month. Then he did his post-graduate diploma in Computer Applications for one year and progressed to Systems Analyst and then Senior Manager of the electronic data processing department of a company. After four years, Mr. Maruti did his MCA degree from Bangalore University and became the Vice-President of Satyam Computers. At the age of 36, his 12 years climb up the executive ladder culminated in his being selected as CEO of the Rs. 2000 crore company where he was responsible for making strategic decisions. His annual salary grew up to Rs. one crore.

Mr. Maruti could get so far so fast due to software industry boom, successful at whatever he undertook and his continuous up-gradation of his skills and educational qualifications. He was a major force in developing software wherever he worked. His reputation for being highly organized is well known in the industry. He regularly handles telephone calls, e-mails and reads a number of corporate up-dates and reports. Colleagues openly discuss about his ability to identify problems in a project and offer solid solutions.

Mr. Maruti proudly admits that his professor at S. K. University helped him a lot in the form of counseling and mentoring, which magnified his brightness and competency.

**Questions :**

- (1) How did Mr. Maruti's continuous development of his human resources aid his progress up the senior executive ladder ?
- (2) What advice would you offer an aspiring manager about climbing the corporate ladder ?