

**March 2012**

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

**III Semester**

**Human Resource Development and Audit**

**Time : 3 Hours]**

**[Max. Marks : 80**

**Note: (1) Attempt any four questions from Section A. Each question carries 15 marks. Section B is compulsory and carries 20 marks.**

**Section A**

1. "HRD is a broader concept than Personnel Management." Do you agree? Justify your answer.
2. 'HRD consists of several sub systems.' Elaborate with suitable examples.
3. How HRD is used for effecting organizational change? Discuss.
4. What challenges managers face in developing HR Strategies? Discuss.
5. Throw some light on Career Management and Development.
6. What is the role of HRD Audit in business improvement ?

**Section B**

7. Read the case carefully and answer the question asked at the end :

Mr. Rakesh Kumar joined as a new HRD manager at a 5 year old company named 'Zoom Ltd.' which dealt in packaging material including its designing and printing. The company had 300 employees and a turnover of Rs. 10 crores.

On joining the company, he found that there were no defined objectives of his department. Being a bright student of his days, Mr. Rakesh Kumar wanted to utilize and translate his knowledge into practice. Here was his chance to prove his worth. He, therefore, examined the performance appraisals of his employees and assessed the performance potential of each one before scripting the HRD objectives. He also asked for suggestions from his colleagues and some senior employees.

**Question:**

Can you help Mr. Rakesh Kumar by suggesting at least 5 objectives of his department. Relevant assumptions are permitted.