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MMPH-002

**MASTER OF BUSINESS
ADMINISTRATION (MBA)**

Term-End Examination

December, 2024

MMPH-002 : HUMAN RESOURCE DEVELOPMENT

Time : 3 Hours

Maximum Marks : 100

(Weightage : 70%)

Note : Attempt any **five** questions. All questions carry equal marks.

1. Explain the mechanisms of HRD and enlist issues/challenges in HRD, citing examples.
2. Write short notes on the following :
 - (a) Role of HRD professional as a consultant
 - (b) Competency Mapping

3. What are the stages in career advancement or development ? How can organisations create HR interventions to make it effective ? Illustrate.
4. 'The most difficult phase of HRD process is need assessments for continuously ticking the growth chart of the organization.' Explore various quantitative and qualitative techniques used by modern organizations and explain their utility.
5. Explain the concept of HRD climate. Discuss the relationship between HRD climate and organizational climate, citing relevant examples.
6. Discuss the major areas of integration between HRD and IR development. What key HRD interventions are possible in Union-Management relationship ? Explain with the help of examples.

7. Why do the organizations focus on the VUCA world today ? Take an example of company and briefly explain how it managed each of the elements.

8. How do you understand the concept of diversity and inclusion ? Give examples of the Indian companies demonstrating diversity in view of India's diverse nature and being an inclusive organisation.

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