

**UTTARAKHAND OPEN UNIVERSITY, HALDWANI (NAINITAL)**



**Programme Name-MBA-Third Semester/ PGDHRM – First Semester**  
**Programme Code-MBA-13/ PGDHRM -10**  
**Course Name- Human Resource Development**  
**Course Code- HR 2303**

**Maximum Marks-40**

**Session -2014-15,Summer**  
**Last Date of Submission: 31<sup>st</sup> January , 2015**

**Section-A**

**Section ‘A’ contains 08 short answer type questions of 5 marks each. Learners are required to answers 4 questions only. Answers of short answer-type questions must be restricted to 250 words approximately.**

**Discuss the following (1-8) –**

1. Importance of Human Resource Development (HRD).
2. Goals of HRD.
3. Functions of HRD.
4. Essential features of a good training programme.
5. Needs and benefits of career planning.
6. Negative Reinforcement
7. “Resistance to change is an irrational response”.
8. Factors affecting morale of the employees.

**Section-B**

**Section ‘B’ contains 04 long answer-type questions of 10 marks each. Learners are required to answers 02 questions only.**

1. Discuss Human Resource Development and explain its characteristics. How does Human Resource Development (HRD) differ from traditional Human Resource Management?
2. Discuss the various ways and means of developing workers and also discuss the role of trade unions in the HRD process.

3. Discuss counselling. What are the different types of counselling? Explain in detail the steps in the counselling process.
4. State the provisions of the Factories Act 1948 with regard to health and safety of workers.

