



UTTARAKHAND OPEN UNIVERSITY, HALDWANI (NAINITAL)

उत्तराखण्ड मुक्त विश्वविद्यालय, हल्द्वानी (नैनीताल)

PGDHRM 1st Semester Assignment

Last date of Submission- 15 January 2011.

Programme Code- PGDHRM-10

Course Code: HR-2303

Course Name- Human Resource Development

Maximum Marks-40

Section-A

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

Briefly discuss the following-

- 1- The current scenario of HRD
- 2- IR is slowly moving from being a maintenance-oriented approach to one that is development oriented.
- 3- HRD Scorecard Approach
- 4- Quality circles
- 5- 'Resistance to change is an irrational response.'
- 6- Environmental stressors.
- 7- Classical conditioning and Operant conditioning.
- 8- Nadler's Organizational Model

Section-B

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

- 1- "Organizations undergo five stages of development with different HRM needs at each stage of development." Comment on the statement with reference to any brand of your choice. Also formulate HRD strategies for every stage.

Visit any of your nearest organization. Study the organizational culture and human resource development practices and based on your study answer question 2, question 3 and question 4

2- Explain the Performance appraisal techniques adopted by the organization and its compensation and reward system.

3- Distinguish training from teaching. Why is training necessary in an organization? Explain in detail the training module adopted by the organization for human resource development.

4- Take a sample of 30 employees and write down 5 characteristics of each. Depending upon these characteristics mention whether they belong to Type A behavioural group or Type B behavioural group.

