

**UTTARAKHAND OPEN UNIVERSITY, HALDWANI (NAINITAL)****MBA Third / PGDHRM First Semester Assignment****Programme Name- MBA Third Semester/ PGDHRM First Semester****Programme Code-MBA-10/PGDHRM-10****Course Code:HR 2303****Course Name-Human Resource Development****Maximum Marks-40****Last Date of Submission: 15 Jan, 2012****Session: 2011-12 (Summer)****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.

Briefly discuss the following-

1. Define HRD
2. Counselling
3. On the Job Training
4. Dual Career Employees
5. Goals of HRD
6. Difference between HRD and HRM
7. Performance Appraisal
8. Models of HRD

Section-B

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

1. A new HRD manager has joined a company which is running into losses, has low productivity and sagging employee morale. What are the various strategies that HRD manager can employ to tackle problems of sagging employee morale and low productivity?
2. You have been appointed as the HRD manager of a BPO company which is facing the the problem of high employee turnover. After discussing with employees you initiate the process of Career planning. Discuss the various steps which must be followed for a Career planning process?
3. Discuss the nature of classical conditioning and operant conditioning. How do these differ from each other?
4. Restructuring and Reorganisation in any organisation always involves a change and every change is usually met with a resistance. Explain the phenomenon of resistance to change both at individual and organisational level.