

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



उत्तराखण्ड मुक्त विश्वविद्यालय हल्द्वानी (नैनीताल)

**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 -2015-16, Summer**

**Last Date of Submission: 31<sup>st</sup> January, 2016**

**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. Describe the mechanics of human resource development for workers.
2. Methods and instruments that facilitates the process of human resource development.
3. Why should organizations be concerned about stress at work?
4. Distinguish between training and development.
5. Principles for developing human resource development system.
6. Needs and objectives of executive development.
7. Labour welfare.
8. Cognitive learning theory.

**Section-B**

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

1. What do you mean by the term 'counselling'? What are its various functions? Describe the steps of counselling process.
2. What do you understand by term Human Resource Development? How does it differ from traditional human resource management? Explain the need for human resource development in modern organization?

3. Define organizational change? What are the major reasons for which individual resist change?
4. Define strategy? Why do organizations need human resource development strategies? Discuss the relationship between human resource development and life cycle of an organization.

