

2020

BUSINESS ADMINISTRATION — HONOURS

Paper : A 503 DSE-3A

(HRD : Systems and Strategies)

Full Marks : 80

The figures in the margin indicate full marks.

*Candidates are required to give their answers in their own words
as far as practicable.*

All the questions carry **16 marks** each. Answer **any five** questions.

1. What is Human Resource Development? Briefly discuss the need of HRD in organisation. Explain the relationship between Human Resource Development (HRD) and Human Resource Management (HRM). 4+6+6
2. Give a brief account of various objectives of HRD. What are the different challenges faced by HRD in today's organization? 4+12
3. Explain the various roles and contributions of HRD in the field of training, education and development of organizational people. 16
4. What are the different skills and competencies a HRD professional must possess? 16
5. What is Talent Acquisition? What are the different steps involved in talent acquisition? Mention the importance of talent acquisition. 4+6+6
6. What is HRD Needs Assessment? Mention the purpose and significance of HRD needs assessment. 4+12
7. Discuss the different initiatives in designing and developing effective HRD programmes. 16
8. Briefly discuss the various methods/mediums through which HRD programs are implemented. 16
9. What is Employee Counselling? Discuss features and importance of employee counselling. 4+12
10. Write short notes on (**any two**) : 8×2
 - (a) High performance work systems
 - (b) Competency Mapping
 - (c) HR Scorecard
 - (d) HRD Climate.

Please Turn Over

11. Define competency Mapping. Briefly discuss the critical competencies required to excel in a given job. Delineate the stages of competency mapping as adopted in organisations. 4+6+6
12. (a) Critically discuss the differences between Talent Management and Talent Acquisition.
(b) What do you mean by Career Management and Career Development? 8+8
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