

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**MBA Winter2019-20 Examination**

**Semester: 3****Date: 02/12/2019****Subject Code: 06202202****Time: 10:30am to 1:00pm****Subject Name: Human Resource and Organizational Development****Total Marks: 60**

Instructions:

1. Attempt all questions from each section.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Write separate sections on separate answer sheets.

**Q.1A) Read the following statements (Each of 1 mark) (05)**

- 1 Recruitment and selection policy don't include the following:  
a) reservation in recruitment    b) source of recruitment    c) selection procedure    d) interview
- 2 The core values, beliefs, and assumptions that are widely shared by members of an organization Are known as:  
a) organizational climate    b) organizational culture  
c) mission statement    d) the strategic plan
- 3 Which of the following activities was part of the traditional role of personnel Management in the early 1900s?  
a) coaching & mentoring    b) environmental scanning  
c) hiring & firing employees    d) handling union-Management relations
- 4 Performance development plan is set for the employee by his \_\_\_\_\_.  
a) Employer    b) department head    c) immediate boss    d) any of the above
- 5 HRD process variable include \_\_\_\_\_.  
a) Role clarity    b) Work planning    c) Better communication    d) All of the above

**B) Define the following terms: (Each of 1 mark) (05)**

- 1 HRD
- 2 Management Development
- 3 Organizational development
- 4 Cultural diversity
- 5 Organizational Analysis

**C) Direct Questions: (Each of 1 mark) (05)**

- 1 What do you mean by the term "Management competency"?
- 2 Explain: On-the-job training method
- 3 What is organizational Transformation?
- 4 Does culture always affect diversity of an organization positively?
- 5 What would be the key aspect one has to keep in mind while preparing training material?

**Q.2 Answer the following Questions.**

- A) Discuss the effective design of HRD program. (07)
- B) Explain the process of Career Management in detail. (08)

**Q.3 (a) Answer the following Questions.**

- A) Explain: Human process-based interventions (07)
- B) Define the purpose of HRD Evaluation. Discuss the ethical issues concerning evaluation. (08)

**Q.4 Attempt any two Questions: (Each of 7.5 mark) (15)**

- 1 You are working in Indian MNC as Manager-HR wherein you have 20 new employees from different countries so how you would deliver cross-culture training to them?
- 2 According to you, what are the existing issues in managing careers of people working in service sector? Discuss how it can be solved out.
- 3 Differentiate Training with MDP programs. How managerial development would be significant for the success of any organization?
- 4 Discuss the evolution of HRD in brief. What are the different challenges associated with HRD in an organization?