

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**MBA Summer 2017 - 18 Examination**

**Semester: 3****Subject Code: 06202202****Subject Name: Human Resource and Organizational Development****Date: 07/06/2018****Time: 2.00 pm to 4.30 pm****Total Marks: 60****Instructions**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

**Q.1 Do as Directed.****A). Multiple choice type questions/Fill in the blanks. (Each of 1 mark)****(05)**

1. People in the organization should be treated as
  - a) Important resource
  - b) Working Capital
  - c) Natural Resource
  - d) All of the above
2. Cultural intervention concentrates on
  - a) Traditions
  - b) precedents
  - c) practices
  - d) all of the above
3. During the course of Organizational Development projects, the internal OD specialists should
  - a) Become increasingly professionalized and be responsible for their own development
  - b) both 'A' and 'B'
  - c) Advise the consultant
  - d) None of the above
4. Where can formal employee training and education take place?
  - a) Colleges
  - b) In the workplace
  - c) Training Centers
  - d) All of the above.
5. Which of the following is not included in a job design?
  - a) The payment rates for the tasks carried out
  - b) The number of tasks to be carried out
  - c) When and how tasks are to be carried out
  - d) The payment rates for the tasks carried out

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

1. Give definition of HRD
2. What is personnel Management?
3. List out different training and media methods used frequently by organizations
4. What is job rotation?
5. What is retention phase?

**C). Direct questions. (Each of 1 mark)****(05)**

1. Define organization Development.
2. What is implementation theory?
3. What is transformational leadership?
4. Define Career plateau.
5. List out primary and secondary HRM functions

**Q.2 Answer the following questions.****A). Explain Assessment phase of Training and HRD Process Model with diagram.****(07)****B). Explain any one model of career development.****(08)****Q.3 Answer the following questions.****A). Explain Training Methods and media methods with example.****(07)****B). Discuss ethical issues concerning evaluation research****(08)**

**Q.4** Attempt any two questions. **(Each of 7.5 mark)**

**(15)**

1. What is the main purpose of HRD Evaluation?
2. Explain model of planned change with diagram
3. How to adopt demographic changes for employees?
4. If you are a manager in cloth manufacturing company and you were asked to design and implement self-managed work teams, what kind of intervention strategy would you see? How would you involve first-line supervision in the process? What kinds of problems would you anticipate?