

# Madras University

## M.B.A Human Resource Development 2010

MAY 2010 P/ID 77530/ PMP

TIME: THREE HOURS

MAXIMUM: 100 MARKS

### PART A - (5X6 = 30 MARKS)

1. Explain the significance of HRD.
2. Explain the process of job analysis.
3. What are the problems of performance appraisal?
4. How can counseling of an employee helpful to an organization? What are the different ways of rendering it?
5. Explain the various methods of solve problems in the organization.
6. Explain the steps involved in employee grievance.
7. Explain the human resource audit.
8. Specify the characteristics effective training practice.

### PART B - (5X10 = 50 MARKS)

ANSWER ANY 5 QUESTIONS

9. What are the barriers in merit –pay systems? How would be overcome?
10. Classify the components of benefit package.
11. What are the key issues that should be addressed in the design; conduct and evaluation of training programs.
12. What strategic considerations should guide the design of benefits programs?
13. Discuss the purpose and process of manpower planning.
14. "Career planning benefits not only individual employee, but also the organization". Discuss.
15. Specify and explain various training methods for managers.
16. What are the various stages of selection process?

### PART C - (1X20 = 20 MARKS)

17. Case study:

We have been appointed as the executive incharge of training and development software company The company has around 300 employees. The company is of recently established one and handle both national and international projects. The company operates under highly competitive environment.

- (a) How will you assess the training recruitment of the employees?
- (b) Discuss the methods of training you think suitable to software company's employees.
- (c) What are the techniques you will adopt to measure the efficiency of employees before and after training programme?