

Reg. No.

--	--	--	--	--	--	--	--	--	--



CRH 504

**Third Semester M.Com. (HRD) Degree Examination, December 2018
(Choice Based Credit System)
COMMERCE
Strategic Human Resource Development**

Time : 3 Hours

Max. Marks : 70

SECTION – A

Answer **any four** questions from the following. **Each** question carries **10** marks.

(4×10=40)

1. Give a brief note on the theories of HRD.
2. State the significance of career management and development.
3. Explain the structure, role and functions of the ministry of HRD.
4. What are the ethical considerations in managing a diverse workforce ?
5. What is the need of evaluating effectiveness of HRD programs ?
6. Write short notes on :
 - a) National education policy
 - b) Training needs analysis.
7. Elaborate the ethical issues and dilemmas in HRD.

SECTION – B

Answer **any two** questions. **Each** question carries **15** marks.

(2×15=30)

8. What are the precautions to be taken in designing and implementing HRD programs ?
9. Elucidate the approaches to employee development.

P.T.O.

**10. Case study.**

Ms. Anuja has been a consistent performer. She has been in the advertising agency from last 8 years and is extremely capable. She is also due for her next promotion. Mr. Anik is the immediate manager of Ms. Anuja from past 6 months. He has been in the organisation for 10 years. For a new project, Ms. Anuja and Mr. Anik have been staying late in office and are finalising a project for a beauty product. Ms. Anuja is not comfortable at the messages that are forwarded to her mobile by Mr. Anik as they are sensual, but when confronted, Mr. Anik tells that it is with regard to the latest project that they both are working. She feels unsafe to stay late too.

The project has to be completed in the next ten days and Ms. Anuja is reluctant to stay late and complete the project, nor is showing up to office in time for any meetings. The senior manager Mr. Swapnik is upset that the work is undone. He is in the process of preparing a memo ready for Ms. Anuja and is rethinking on her next promotion. He discusses the same with Mr. Anik and Mr. Anik says that Ms. Anuja is looking out for a job with another advertising agency for the post of a senior manager.

- a) What is the real problem in the case above ?
- b) If you were Mr. Swapnik, what would you do ?
- c) How do we resolve the above issue ?
