

Total No. of Questions – 10]  
(2062)

[Total Pages : 3

**9645**

**M.B.A. Examination**

**STRATEGIC HUMAN RESOURCE DEVELOPMENT**

**Paper–HRM-05  
(Semester–IV)**

Time : Three Hours]

[Maximum Marks : 60

*The candidates shall limit their answers precisely within the answer-book (40 pages) issued to them and no supplementary/continuation sheet will be issued.*

**Note** : Attempt *five* questions in all, selecting at least *one* question from each unit.

**UNIT–I**

- 1.** What do you understand by the term strategic human resource management? Why the understanding of strategic human resource management is necessary for the organisations?
- 2.** Discuss the role of strategic human resource management in detail and specify the reasons for the emergence of strategic human resource management in the organisations.

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## **UNIT-II**

3. Define the human resource development concept in detail with its importance and processes of development in the organisation.
4. Discuss the human resource development matrix in detail with the importance of HRD scorecard in measuring and evaluating the performance of employees.

## **UNIT-III**

5. What do you understand by the term career planning? Discuss the various career development stages in detail with suitable examples.
6. Distinguish between the knowledge management, competency mapping and career management and how these three terms are interdependent?

## **UNIT-IV**

7. Write short notes on :
  - (a) Counseling.
  - (b) Mentoring.
8. What are the determinants of human resource development climate and how much it is important for the organisations to understand the HRD climate?

## UNIT-V

9. What is strategic human resource development and what is the significance of understanding the HRD environment to the organisations?
  10. Why it is important for the organisations to understand the diversity in the organistaion and how it helps in human resource development?
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