Registration Number:

Date & Session

**ST. JOSEPH’S COLLEGE (AUTONOMOUS), BENGALURU -27**

**BBA/BBASF–V SEMESTER**

**SEMESTER EXAMINATION: OCTOBER 2023**

**(Examination conducted in November /December 2023)**

**BADEH5423 – Human Resource Development**

**(For current batch students only)**

**Time: 2 Hours Max Marks: 60**

**This paper contains \_\_\_\_\_\_ printed pages and \_\_\_\_\_ parts**

**PART-A**

**I.** Answer ***any five*** of the following (**5x2 = 10 Marks)**

1. Give the meaning of socialization.
2. List the challenges in international HRD.
3. What is career planning?
4. Mention any two ethical issues in HRD.
5. State the meaning of HR Audit.
6. List the benefits of coaching.

**PART B**

**II.** Answer ***any four*** of the following (**4x5 = 20 Marks)**

1. Explain the nature of employee engagement.
2. Write a short note on HRD programs for remote employees.
3. Give the meaning of mentoring and list down the role of mentoring in employee development.
4. Write a short note on employee counselling.
5. Explain Kirkpatrick Model of evaluation.

**PART C**

**III.** Answer ***any two*** of the following (**2x10 = 20 Marks)**

1. Explain in detail the HRD process.
2. Give the meaning of:
3. Workforce management
4. Employee realignment
5. Employee retention
6. Talent management
7. Succession planning
8. Explain the features of cross-cultural communication and expatriate training.

**PART D**

**III. Answer the following (1x10=10 Marks)**

1. In today’s competitive business environment organizations have realised that human resource is a valuable asset for an organization and employees must be nurtured with proper training and development. Organizations understand that employees cannot just rely on the skills and knowledge they already have on the basis of which they got the job.

Alere Medical Pvt Ltd a leading pharmaceutical company which focuses on the training needs of the employees. By giving them training to address knowledge and skills short falls. The company with the help of the CAN-DO firm training agency, identifies the training needs of its employees and provides training accordingly. Self-evaluation forms were used by CAN-DO firm to assess the performance of the employees. In this form employees are rated on a scale of 1-5. After evaluating themselves, their superiors give their comments on employees’ performance and give their suggestions on how to improve it and also by arranging training sessions for them. Training and development are an important part of the practice of HRD as through training an organization invests in its employees.

With reference to the above case study answer the following questions:

1. Suggest any three-training method suitable for Alere Medical Pvt Ltd. (5 Marks)
2. Mention the objectives and purpose of evaluation in an organisation. (5 Marks)