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Register Number:

DATE:

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

**BBA/BBASF– V SEMESTER**

**SEMESTER EXAMINATION: OCTOBER 2021**

**(Examination conducted in January-March 2022)**

**BBA DEH 5619: Human Resource Development**

Time- 2 ½ hrs Max Marks-70

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

**Section A**

**I.** Answer ***any five*** of the following (**2 x 5 = 10 marks)**

1. What are the objectives of HRD.
2. State any four objectives of orientation programs.
3. Write the meaning of work force realignment.
4. What is Diversity of work force?
5. What is Gap Analysis?
6. List out any four purposes of socialization in a work place.

**Section B**

**II.** Answer ***any three*** of the following (**5 x 3 = 15 marks)**

1. Write a short note on Kirkpatrick’s Evaluation Model.
2. Discuss the HRD programs for diverse employees in an organisation.
3. Explain any five retention techniques that are adopted by organisations.
4. Write a short note on the challenges faced by HRD professionals.

**Section C**

**III.** Answer ***any two*** of the following (**15 x 2 = 30 marks)**

1. Answer the following questions:
2. Explain Expatriate and Repatriate support and development in an organisation.**(5 marks)**
3. Explain any five reasons why employees leave an organisation. **(10 marks)**
4. What is Coaching, Mentoring & Training? How are they different from each other?
5. Answer the following questions:
6. Differentiate between HRD and HRM. **(5 marks)**
7. State any four purposes of HRD-Needs Assessment. Briefly explain the three types of Needs. **(5 marks)**
8. “HRD helps the employees in developing their knowledge, skills and abilities to achieve self-fulfilment and aid in the accomplishment of organizational goals”. Briefly explain the functions of HRD. **(5 marks)**

**Section D**

**III. Answer the following (15marks)**

1. Mr. John is a young and enthusiastic HR manager working for Alpha Ltd. The regional manager of the company insists that the existing employees should be given some classroom training. Advice Mr. John on the training methods he can choose under this approach for the staffs working in Alpha Ltd. **(10 marks)**
2. The pandemic has caused a serious impact on the economy- forcing may companies to shut down or liquidate due to low operating profits. Mr. Rama the HR manager of Zin Pvt ltd receives a notice from the top-level management to plan on implementing workforce reduction during this crisis situation. Advice Mr. Rama on the strategies which he could adopt for the same. **(5 marks)**