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M.A. IN PSYCHOLOGY (MAPC)

Term-End Examination

December, 2014

**MPCE-032 : HUMAN RESOURCE
DEVELOPMENT**

Time : 2 hours

Maximum Marks : 50

Note : *Attempt any five questions in all. Each question is to be answered in about 500 words. All questions carry equal marks.*

1. What is the relevance of 'talent inventory' in Human Resource (HR) planning ? Discuss the process of workforce forecast. 5+5

2. Discuss the major aspects of transformation of HR staff and structure. How are HR practices benchmarked ? 5+5

3. Explain the different short term programmes enhancing the competency levels of the employees. 10

4. Write brief notes on the following : 5+5
(about 250 words each)
 - (a) Six sigma interventions in HR professions
 - (b) Limitations of HR planning

5. Discuss any two techniques and methods of Training and Development. 10
 6. Define workforce diversity. Discuss the approaches to manage a diverse workforce. 2+8
 7. Explain the different characteristics and stages of a multicultural organisation. 10
 8. Write brief notes on the following : 5+5
(about 250 words each)
 - (a) Categories of industry under Indian labour laws.
 - (b) Workmen's compensation act (1923).
 9. Describe work place harassment and discuss its consequences. 10
 10. Explain some of the strategies of human resource development. Describe the characteristics of an effective counsellor in the corporate sector. 5+5
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