

**M.A. IN PSYCHOLOGY (MAPC)**

**Term-End Examination**

**June, 2013**

**MPCE-032 : HUMAN RESOURCE  
DEVELOPMENT**

01387

*Time : 2 hours*

*Maximum Marks : 50*

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

1. Discuss strategic business and work force plans as essential part of HR planning. 10
2. Define strategic HRM. Explain the various theoretical models or approaches that have been developed to explain the significance of strategic HRM in organization ? 2+8=10
3. What are the different types of work place behaviour ? Explain the different methods with the help of which the dysfunctional behaviour of the employees can be overcome ? 5+5=10
4. Write short notes on the following : 5+5=10
  - (a) Self esteem and self efficacy
  - (b) Perception in organization

5. You have been appointed as an HR manager in a newly upcoming company. Discuss the essential roles and functions needed for the progress and upliftment of the company. 10
6. What are the different cognitive methods used for training the employees of an organization ? 10
7. Discuss the factors contributing to globalization. 10
8. What are the different strategies used in employee retention ? Discuss their significance. 10
9. What is the distinctive feature of Indian labour laws ? What are the different labour acts which delimits the power of Indian labour ? 3+7=10
10. Write short notes on **any two** of the following : 5+5=10
- (a) International HRM and global HRM
  - (b) Intellectual Property Rights
  - (c) Human rights violation
-