

G 4534

M.B.A. DEGREE EXAMINATION, MAY/JUNE 2007.

Third Semester

BA 1738 — STRATEGIC HUMAN MANAGEMENT AND DEVELOPMENT - Elective

(Regulation 2005)

Time : Three hours

Maximum : 100 marks

Answer ALL questions.

PART A — (10 × 2 = 20 marks)

1. What is meant by 'vision'?
2. What are 'business goals'?
3. Define Human Resource Development.
4. What is Cultural Dynamics?
5. Define Competency Mapping.
6. How is work stress developed?
7. What is the significance of Emotional Intelligence?
8. Identify skills for effective coaching.
9. Define Virtual Learning.
10. Distinguish between HRM and HRD.

PART B — (5 × 16 = 80 marks)

11. (a) In what ways does the HRD function relate to the organization's strategy? Give contextual examples.

Or

- (b) What methods might be used in analyzing the needs of present employees in their present jobs?

12. (a) State the principles of e-selection and recruitment. What are the advantages?

Or

- (b) How is e-training and development designed for Supervisors of a manufacturing company? Give illustrations.

13. (a) Discuss the relevance and effectiveness of various leadership models in present context.

Or

- (b) What is meant by outsourcing? What are the implications and advantages of outsourcing under globalization conditions?

14. (a) Discuss the various steps in career planning and process.

Or

- (b) Explain the concept of competency and how is competency related to compensation and promotion.

15. (a) Discuss the role of HR in coaching. Provide organizational illustrations.

Or

- (b) Describe the characteristics of Employee Health and Welfare Programs. Give explanatory illustrations.