



Symbol of Excellence

MBA 4<sup>th</sup> Semester, OBH – 412 (Management Training and Development)**H.K. Hi-Tech**

College of Commerce &amp; Science

Attempt any five questions:

- Q.1 Explain the conceptual meaning of training. Briefly discuss the steps involved in the training process. How does training leads to behavioural modification?
- Q.2 "The dynamics of industrial environment have made the role and responsibilities of a training manager much challenging." Critically elucidate.
- Q.3 Describe the meaning of action research. How is action research conducted?
- Q.4 What is the significance of training needs assessment? How will you analyse the training needs of employees working at different managerial levels?
- Q.5 What is the significance of instructional objectives and lesson planning? Do they really contribute to effective learning? If yes, how?
- Q.6 Discuss the prominent techniques of employee training. What are their relative merits and demerits?
- Q.7 What is the need of evaluating training? How training is evaluated?
- Q.8 Write short notes on any two of the following:  
 (a) Training Climate      (b) Training Aids      (c) Training Communication      (d) Training Modules



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Attempt any five questions:

- Q.1 (a) Define Training. Explain the process of training followed by organizations.  
 (b) In the present times, what are the challenges before a training manager?
- Q.2 Write an essay on 'Management of Training'.
- Q.3 What do you understand by action research? How is it useful in the context of training?
- Q.4 How does a trainer define the instructional objectives? What are some of the typical instructions objectives in business organizations?
- Q.5 Explain the role and importance of Training Climate in the effectiveness of training.
- Q.6 Briefly explain some of the ways to provide 'on the job' training.
- Q.7 What do you understand by modules in training? How is modular approach superior to the traditional approach of training?
- Q.8 Briefly discuss the status of training and development in India.



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MBA 4<sup>th</sup> Semester, OBH – 413 (Organization Change & Intervention Strategies)**H.K. Hi-Tech**

College of Commerce &amp; Science

Attempt any five questions:

- Q.1 "In an organization change for the sake of change is no change at all." Comment upon this statement.
- Q.2 Discuss the different stages that are involved in the change process of an organization.
- Q.3 Describe the important techniques of planned change that you would like to use for examining the effectiveness of an organization.
- Q.4 "Organization Development is a process for teaching people how to solve problems, take advantage of opportunities and learn how to do that better and better over time." Amplify the statement.
- Q.5 Discuss the role of consultants in an OD program. What are the qualities and skills required on their part?
- Q.6 What do you mean by OD intervention? Explain the different types of OD interventions, pointing out their di
- Q.7 Write a detailed note on 'Future of OD'.
- Q.8 Write short notes on the following: (a) Team Building Intervention      (b) Resistance of Change



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MBA 4<sup>th</sup> Semester, OBH – 414 (Human Resource Development Strategies and Systems)**H.K. Hi-Tech**

College of Commerce &amp; Science

Attempt any five questions:

- Q.1 How is HRD different from HRM? Explain the concept and challenges of Human Resource Development.
- Q.2 What we include in HRD Climate? Discuss the importance and status of HRD climate in India.
- Q.3 Comment on sub-systems of HRD function. How can HRD function be staffed and evaluated?
- Q.4 Explain the importance of HR strategies in organizations. How can HR strategies be developed?
- Q.5 Comment on design and administration of HRD systems. Discuss the principles of HRD system design?
- Q.6 What is HRD Intervention? Critically evaluate the various HRD interventions.
- Q.7 What is Organizational Change? Give a comprehensive note on HRD approaches for coping with organizational change.
- Q.8 Explain on any *two* of the following: (a) HRD for workers (b) Objectives of HRD  
(c) HRD in Indian Organizations (d) OCTAPAC



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MBA 4<sup>th</sup> Semester, OBH – 414 (Human Resource Development Strategies and Systems)**H.K. Hi-Tech**

College of Commerce &amp; Science

Attempt any five questions:

- Q.1 How is HRD different from HRM? Explain the goals and challenges of HRD.
- Q.2 What id HRD climate? What are various components of HRD climate?
- Q.3 What are various parts of HRD function? How can these be staffed?
- Q.4 "HRD system is consisting of various sub-systems those are not different from HRM components." Comment and explain.
- Q.5 Are HRD techniques for managers different from HRD for workers? How can workers be developed?
- Q.6 What do you mean by HRD intervention? Explain various group oriented HRD interventions.
- Q.7 Give a comprehensive note on HRD approaches for coping with organizational changes.
- Q.8 Explain any two of the following: (a) HRD practices in India. (b) Developing HR strategies  
(c) Design of HRD system (d) Role of HRD on OD



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MBA 4<sup>th</sup> Semester, OBH – 415 (Cross Cultural and Global HR Management)**H.K. Hi-Tech**

College of Commerce &amp; Science

Attempt any five questions:

- Q.1 Discuss in detail the operative HR functions in an International Organization.
- Q.2 What are the various factors which affect the determination of wages and salaries of employees in an 'International organization'? Discuss in detail.
- Q.3 Do you find any difference in the selection criteria for an International Assignment from that of a domestic assignment? Comment.
- Q.4 How is Hofstede's study helpful in studying the cross-cultural aspects and differences in MNC's? Discuss in detail.
- Q.5 Write a detailed note on cross-cultural difference and its managerial implications.
- Q.6 How are Gross Cultural communication and Negotiations helpful for an International organization? Explain in detail.
- Q.7 What is the concept of Cross Cultural Leadership? How is cross cultural decision-making helpful for cross cultural leadership?
- Q.8 Write short notes on any two of the following: (a) Human and Cultural Variables in Global Organization  
(b) Performance Appraisal in Global Perspective (c) MNC and Compensation System.