



RAN-2508000705040003

T.Y.B.B.A. (NEP) (Sem. - V) Examination October - 2025

Human Resource Development

Time: 2 Hours]

[Total Marks: 50

સૂચના : / Instructions (1) ઉપરોક્ત દર્શાવેલ વિગતો ઉત્તરવહી પર અવશ્ય લખવી. Fill up strictly the above details on your answer book (2) All questions are compulsory (3) Figures shown on right side indicate full marks for that question	Seat No.: <table border="1" style="width: 100%;"> <tr> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> </tr> </table> Student's Signature						

- Q. 1 Answer in Brief (Any Five):** **10**
- Explain 'Management Games' as an off-the-job method of Management Development.
 - Enlist any 8 of the 10 Cs of Employee Engagement.
 - Draw the Lewin's 3-stage model of Change.
 - Give Bradt's Classification of Virtual Organizations. Briefly explain any one of them.
 - Enlist various Process and Structural OD Interventions.
 - What is Job Simplification? Give suitable Example.
 - Enlist any four features of HRD.
- Q. 2 Answer The Following (Any Two):** **16**
- List down the objectives of HRD? Discuss the 'Principles in Designing HRD system'.
 - Define 'Management Development'. Explain MDP process in detail.
 - Discuss 'Quality of Work Life Index' with respect to its concept and dimensions.
 - Explain various Off-the-Job techniques of MDP.
- Q. 3** What is Organizational Change? Discuss the types of Organizational Change? Explain various Levels of Change in detail. **12**
- OR**
- What is 'Organizational Development'? Discuss the characteristics of OD and list down the assumptions of OD. Explain any two OD Interventions. **12**
- Q. 4 Write Short Notes (Any Two):** **12**
- Conditions necessary for Empowerment
 - Job Enrichment
 - Types of Employee Engagement
 - Dis-advantages of Virtual Organization