



RAN-2108000405051003

T.Y.BBA (Sem.-V) Examination November - 2025

Human Resource Development

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 the right side indicate full marks for that question.

Seat No.:

Student's Signature

Q.1. Answer in brief (Any Seven):

14

- (a) Define 'Human Resource Development'.
- (b) What is 'Human Development Index'? Briefly explain any one dimension of HDI.
- (c) List down the dimensions of 'MDP Evaluation' as per Kirk Patrick model.
- (d) Define 'Organisational Change' and 'Organisation Development'.
- (e) List down any four characteristics of change.
- (f) Explain 'Revolutionary Change' with an example.
- (g) Define "Job Enrichment". List down any two techniques which can be followed to enrich job.
- (h) List down any four dis-advantages of Virtual Organization.
- (i) List down the conditions necessary for Empowerment.
- (j) Explain 'Under-Study' as an on-the job method of MDP?

Q.2. Discuss in detail the principles in designing a sound HRD System. Explain any four Mechanisms of HRD.

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OR

Q.2. Define "Management Development". State the objectives of MDP. Discuss any five 'Off-the-Job Methods' of MDP.

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Q.3. Discuss the reasons which are responsible for 'change' in an organization. What measures can be taken by an organisation to overcome 'resistance to change'?

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OR

Q.3. List down the characteristics of OD. Explain any five 'OD interventions' in detail.

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Q.4. What is 'Employee Engagement'? Discuss the types of Employee Engagement. Explain the 10 Cs of 'Employee Engagement'.

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OR

Q.4. What is a 'Virtual Organisation'? Differentiate between traditional and virtual Organization. Discuss the advantages of virtual organisation.

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Q.5. Write Short Notes (Any Two):

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- (a) Barriers to Empowerment
 - (b) Job Simplification and Job Enlargement
 - (c) Process of MDP
 - (d) Quality of Work Life
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