



**SIDDHARTH INSTITUTE OF ENGINEERING & TECHNOLOGY : PUTTUR
(AUTONOMOUS)**

Siddharth Nagar, Narayanavanam Road – 517583

QUESTION BANK (DESCRIPTIVE)

Subject with Code : Human Resource Development (25MB9023)

Course & Branch: MBA

Year & Sem: II-MBA & I-Sem

Regulation: R25

UNIT – I

INTRODUCTION TO HUMAN RESOURCE DEVELOPMENT

1		Explain the concept of Human Resource Development (HRD). Discuss its meaning, nature, characteristics, and importance in modern organizations with suitable examples.	[L2][CO1]	[12M]
2		Discuss the significance of Human Resource Development in improving employee performance and achieving organizational effectiveness.	[L4][CO1]	[12M]
3	a)	Explain the objectives of Human Resource Development and examine how they contribute to organizational growth and employee development.	[L4][CO1]	[6M]
	b)	Compare and contrast Human Resource Management (HRM) and Human Resource Development (HRD). Explain their relationship and role in organizational success.	[L4][CO1]	[6M]
4		Describe the major functions of Human Resource Management. Explain how these functions support organizational performance.	[L2][CO1]	[12M]
5		Discuss the functions of Human Resource Development in detail. Explain how HRD contributes to employee competency, career development, and organizational effectiveness.	[L2][CO1]	[12M]
6	a)	Explain the relationship between Human Resource Management and Human Resource Development. Why are both essential for organizational success?	[L4][CO1]	[6M]
	b)	Examine the role of Human Resource Development in enhancing employee motivation, productivity, job satisfaction, and organizational commitment.	[L5][CO1]	[6M]
7		Discuss the major challenges faced by Human Resource Development in the digital era. Suggest suitable strategies to overcome these challenges	[L5][CO1]	[12M]
8		Analyze the impact of globalization, technological advancements, workforce diversity, and changing employee expectations on Human Resource Development.	[L4][CO1]	[12M]
9		Evaluate the importance of continuous learning and employee development in building a competitive advantage for organizations	[L5][CO1]	[12M]
10	a)	A company is experiencing poor employee performance due to inadequate training and development. As an HR manager, propose a comprehensive HRD strategy to improve organizational performance.	[L3][CO1]	[6M]
	b)	Design a comprehensive Human Resource Development framework for a newly established organization, including objectives, functions, training, performance management, and career development initiatives.	[L6][CO1]	[6M]

UNIT – II
HRD NEED ASSESSMENT & DESIGNING OF HRD PROGRAMS

1		Explain the concept of HRD Need Assessment. Discuss its importance and the steps involved in identifying Human Resource Development needs in an organization	[L2][CO2]	[12M]
2	a)	Discuss the role of Strategic (Organizational) Analysis in identifying HRD needs. Explain how organizational goals influence HRD planning.	[L4][CO2]	[6M]
	b)	Explain the process of Task Analysis in HRD. How does task analysis help in designing effective training and development programs?	[L4][CO2]	[6M]
3		Discuss the importance of Person Analysis in determining employee training needs. Explain the methods used for person analysis with suitable examples.	[L4][CO2]	[12M]
4		Compare and contrast Strategic Analysis, Task Analysis, and Person Analysis in the HRD need assessment process.	[L4][CO2]	[12M]
5		Explain the process of prioritizing HRD needs. Discuss the factors that should be considered while prioritizing training and development requirements.	[L1][CO2]	[12M]
6	a)	Discuss the importance of defining clear objectives for HRD interventions. Explain the characteristics of effective HRD objectives.	[L2][CO2]	[6M]
	b)	Explain the criteria for selecting an effective trainer for an HRD program. Discuss the roles and responsibilities of internal and external trainers.	[L5][CO2]	[6M]
7	a)	Discuss the various training methods used in HRD programs. Explain their advantages, limitations, and suitability for different organizational needs.	[L4][CO2]	[6M]
	b)	Explain the process of preparing effective training materials for an HRD program. Discuss the characteristics of good training materials.	[L3][CO2]	[6M]
8		A manufacturing company is experiencing a decline in employee productivity. As an HR manager, explain how you would conduct an HRD need assessment and design an appropriate HRD program.	[L3][CO2]	[12M]
9	a)	Discuss the importance of scheduling an HRD program. Explain the factors to be considered while preparing an effective training schedule.	[L3][CO2]	[6M]
	b)	Evaluate the significance of HRD need assessment in ensuring the success of training and development programs in organizations.	[L5][CO2]	[6M]
10		Design a comprehensive HRD program for a newly recruited workforce, including need assessment, objectives, trainer selection, training methods, materials, and scheduling.	[L6][CO2]	[12M]

UNIT – III
IMPLEMENTATION& EVALUATION OF HRD PROGRAMS

1		Explain the process of implementing HRD programs. Discuss the key factors that contribute to the successful implementation of training and development initiatives.	[L2][CO3]	[12M]
2	a)	Discuss the importance of implementation in the success of Human Resource Development programs. Explain the roles and responsibilities of HR managers during implementation.	[L4][CO3]	[6M]
	b)	Explain the various classroom training approaches used in HRD programs. Discuss their advantages, limitations, and suitability for different learning environments.	[L2][CO3]	[6M]
3		Discuss the concept of Computer-Based Training (CBT). Explain its features, benefits, challenges, and applications in modern organizations.	[L4][CO3]	[12M]
4		Compare and contrast Classroom Training and Computer-Based Training with suitable examples.	[L4][CO3]	[12M]
5	a)	Explain the purpose and significance of HRD program evaluation. Why is evaluation considered an essential component of the HRD process?	[L2][CO3]	[6M]
	b)	Discuss Kirkpatrick's Four-Level Evaluation Framework in detail. Explain how each level contributes to assessing the effectiveness of HRD programs.	[L4][CO3]	[6M]
6		Explain the various methods of data collection used for HRD evaluation. Discuss the advantages and limitations of each method.	[L3][CO3]	[12M]
7	a)	Discuss the importance of collecting reliable and valid data for evaluating HRD programs. Explain the techniques used to ensure data quality.	[L4][CO3]	[6M]
	b)	Explain how the impact of HRD programs can be assessed in monetary terms. Discuss the concept of Return on Investment (ROI) in HRD with suitable examples.	[L5][CO3]	[6M]
8		Design a comprehensive evaluation plan for an HRD program, including evaluation objectives, data collection techniques, performance measures, and reporting methods.	[L6][CO3]	[12M]
9		Critically examine the role of HRD evaluation in improving organizational performance and achieving continuous employee development.	[L5][CO3]	[12M]
10		A company has recently conducted a leadership development program. Explain how you would evaluate its effectiveness using Kirkpatrick's Evaluation Framework and appropriate data collection methods.	[L4][CO3]	[12M]

UNIT – IV
CAREER MANAGEMENT AND DEVELOPMENT

1		Explain the concept of Career Management. Discuss its meaning, objectives, scope, and importance in modern organizations.	[L2][CO4]	[12M]
2	a)	Discuss the significance of Career Management in employee growth, organizational development, and talent retention.	[L4][CO4]	[6M]
	b)	Explain the concept of Career Development. Discuss its objectives and importance in achieving individual and organizational goals.	[L2][CO4]	[6M]
3		Describe the various stages of life and career development. Explain the characteristics and challenges associated with each stage.	[L2][CO4]	[12M]
4		Discuss Super's Life-Career Development Theory (or the stages of career development) and explain its relevance to career planning in organizations.	[L4][CO4]	[12M]
5	a)	Explain the process of Career Development in detail. Discuss the major steps involved in planning and developing employee careers.	[L4][CO4]	[6M]
	b)	Compare and contrast Career Planning and Career Development. Explain how they contribute to employee and organizational success.	[L4][CO4]	[6M]
6	a)	Discuss the roles and responsibilities of employees and organizations in effective Career Development.	[L4][CO4]	[6M]
	b)	Explain the major issues and challenges in Career Development. Suggest suitable strategies to overcome these challenges in organizations.	[L5][CO4]	[6M]
7	a)	Analyze the impact of technological advancements, globalization, workforce diversity, and changing career expectations on Career Development.	[L4][CO4]	[6M]
	b)	Discuss the role of training, mentoring, coaching, and performance appraisal in supporting employee Career Development.	[L3][CO4]	[6M]
8		A multinational company is experiencing high employee turnover due to limited career growth opportunities. As an HR manager, design an effective Career Management and Development program to improve employee retention.	[L3][CO4]	[12M]
9		Evaluate the importance of Career Development in enhancing employee motivation, job satisfaction, organizational commitment, and long-term performance.	[L5][CO4]	[12M]
10		Design a comprehensive Career Development Program for a newly established organization, including career planning, career counseling, mentoring, succession planning, and employee development initiatives.	[L6][CO4]	[12M]

UNIT – V
HRD & DIVERSITY

1	a)	Explain the concept of Diversity in Human Resource Development (HRD). Discuss its meaning, objectives, and importance in modern organizations.	[L2][CO5]	[6M]
	b)	Discuss the role of Human Resource Development in promoting diversity, equity, and inclusion in organizations.	[L4][CO5]	[6M]
2	a)	Explain the concept of Organizational Culture. Discuss its characteristics and significance in achieving organizational effectiveness.	[L2][CO5]	[6M]
	b)	Analyze the relationship between Organizational Culture and Human Resource Development. How does organizational culture influence employee learning and development?	[L4][CO5]	[6M]
3		Discuss the major types of organizational culture and evaluate their impact on employee performance and organizational development.	[L5][CO5]	[12M]
4	a)	Explain the concept of labor market changes. Discuss the factors responsible for changes in the labor market and their implications for HRD.	[L2][CO5]	[6M]
	b)	Analyze the impact of globalization, technological advancements, and changing workforce trends on the labor market and HRD practices.	[L4][CO5]	[6M]
5		Discuss the causes and consequences of workplace discrimination. Explain the role of HRD in preventing discrimination and promoting equal employment opportunities.	[L4][CO5]	[6M]
6	a)	Explain the importance of adapting to demographic changes in the workplace. Discuss the strategies organizations can adopt to manage a diverse workforce effectively.	[L3][CO5]	[6M]
	b)	Discuss the challenges and opportunities created by demographic changes such as an aging workforce, gender diversity, cultural diversity, and multigenerational employees.	[L2][CO5]	[6M]
7		Critically evaluate the role of organizational culture in creating an inclusive workplace that supports employee development and organizational success.	[L5][CO5]	[12M]
8		Design a comprehensive diversity management strategy for an organization, incorporating HRD initiatives, training programs, anti-discrimination policies, and demographic adaptation practices.	[L6][CO5]	[12M]
9		Evaluate the effectiveness of diversity management practices in reducing workplace discrimination and improving organizational performance.	[L5][CO5]	[6M]
10		Develop a strategic HRD framework to address labor market changes, workplace discrimination, and demographic diversity while enhancing organizational performance and employee engagement.	[L6][CO5]	[12M]

Prepared by:

R Jyothsna Devi

Assistant Professor/MBA

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