

Dr. Babasaheb Ambedkar Open University, Ahmedabad

Term-End Examination : January-2026

Course Name : MBA

Subject Name : Human Resources Development(HRD)

Subject Code : MBA03EH309

Date : 07-03-2026

Time : 11:30AM TO 01:45PM

Max Marks : 70

Q.-1. Answer the following question (Attempt any one) in about 1200 words. (14)

- (1) Explain process of succession planning.
- (2) Discuss internal and external challenges of future of HRD.

Q.-2. Answer the following question (Attempt any one) in about 1200 words. (14)

- (1) Write the advantages and disadvantages of career planning.
- (2) Write the meaning, concept and importance of HRD.

Q.-3. Write answers to any one of the questions given below (in 1,200 words). (14)

- (1) Write the importance of delivery of training.
- (2) write a note on " Future of HRD".

Q.-4. Answer the following question (Attempt any one) in about 1200 words. (14)

- (1) Discuss the functions and benefits of Human resource development.
- (2) Write the significance of HR performance and benchmarking.

Q.-5. Write short notes on any three of the following topics. (9)

- (1) Explain the levels of evaluation with context to training needs.
- (2) Write a note on staff development.
- (3) Characteristics of Management development programme.
- (4) Write a note on discovering a training needs.
- (5) Define knowledge management. Write the nature of it.

Q.-6. Tick (✓) the correct alternative (5)

(1) KSA stands for_____

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|--|------------------------------------|
| A) Knowledge, Systems and Abilities | B) Knowledge, Stress and Abilities |
| C) Knowledge, Strategies and Abilities | D) Knowledge, Skills and Abilities |

(2) _____ is a framework to assist employees to develop their personal and organizational knowledge, skills, and abilities

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|----------------------------------|------------------|
| A) HRD | B) HRM |
| C) Performance management system | D) None of these |

(3) Which method is commonly used for delivering training in HRD? a.

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|---------------------|-------------------------|
| A) Customer Surveys | B) Inventory Management |
| C) Financial Audits | D) on-the-Job Training |

(4) What does organizational learning focus on in HRD?

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|---------------------------|--------------------------------|
| A) Employee discipline | B) Strict rule enforcement |
| C) Individual competition | D) Continuous learning culture |

(5) Which of the following is an example of a formative evaluation method?

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|-----------------------------|------------------------------------|
| A) Post-training assessment | B) Performance appraisal |
| C) Pre-training assessment | D) Training completion certificate |
