

# MODEL QUESTION PAPER

BBA - III year

Subject Name: 309H-Organization Development

Faculty Name: Nishith Shekhawatia

## Q1. What is human resource development?

Ans. Human resource development (HRD) is a part of human resource management. It deals with the all-round development of an employee within an organization, his career development, training, counseling, updating him with the latest technology, helping him explore his potential and develop his skills, which would prove beneficial to both the employee and the organization in achieving the organization goals. It also means allocation of resources for the development of the employee.

## Q2. What is the significance of human resource development?

Ans. Significance of Human Resource Development

- a) **Competent employees:** HRD helps in making people aware of the skills required for job performance. There is greater clarity of work norms and standards. This results in a more competent work force.
- b) **Role clarity:** HRD encourages communication between work-teams. People not only understand their roles better but also become aware of the expectations of the other members of the team.
- c) **Committed work force:** People become more committed to the jobs because rewards are administered more objectively through the HRD process.
- d) **Greater trust and respect:** By encouraging communication, HRD helps in developing greater trust and respect for each other. Employees become more open and authentic and new values can be generated easily.
- e) **Synergy effect:** Effective communication, participate management and stress on teamwork produce synergy effect within the organization.
- f) **Breaks resistance to change:** HRD makes people better equipped with problem-solving capabilities. This not only makes them proactive but also brings readiness on their part to accept change.
- g) **Facilitates HRP:** HRD generates a lot of useful and objective data on employees that facilitates human resource planning.

h) **Other benefits:** The overall impact of HRD is observed in terms of higher productivity, cost effectiveness, growth expansion, diversification and increased profits.

### **Q3. What is the process of human resource development?**

Ans. Process of human resource development is:

- (i) Performance Appraisal
- (ii) Potential Appraisal and Development (PAD)
- (iii) Feedback and performance coaching
- (iv) Training
- (v) Career planning
- (vi) Employees welfare, Quality of work life, Rewards

### **Q4. What is the hrd task of the line manager?**

Ans. (a) Planning for future manpower need, the organisation needs various lands of skills and competency and it is necessary to develop a manpower planning system to ensure that proper personnel are procured for the organisation when they are required.

(b) Getting the best people available, this related to procurement of and selection of people in the organization.

(c) Utilizing people selected: If people selected are not properly utilized it amounts to wastage and such persons can create problems. This function related to placement policy.

(d) Retaining motivating and integrating people: It is important that the good people who are selected remain in the organization for this they are properly motivated to give their best and that commitment to the organisation is high.

(e) Assessing people of their contribution it is important to assess and identify merit in order to reward it to rain force it and make people to respect it.

(f) Planning growth of the people. It related to career growth and planning and promotion policies.

(g) Developing health industrial relations. A healthy work climate is essential.

(h) Job analysis and evaluation.