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6. Define strategic human resource development. Discuss the features, need and objectives of SHRM.
7. Is employee counselling essential for an organisation. Support your views by explaining the process involved in employee counselling.
8. Explain the theoretical framework of human resource development model along with its possible managerial applications.
9. Define the term "Managerial Ethos". Elaborately explain the various ethical issues involved in the power & politics of an organisation.
10. Write short notes :
  - (a) Types of Employee Counselling.
  - (b) Differences between short-term & long-term change in an organisation.



IV - S - M.A. - (PMIR) - P - 401.2 - (HRD - II)

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2024

Full Marks - 100

Time - As in the Programme

*Each question carries as equal mark.*

*Answer any FIVE questions.*

1. Discuss the concept of management change and illustrate the major impacts of internal change on organisational climate & culture.
2. Explain the various models & strategies of organisational change for managing resistance & implementing organisational change.
3. What makes a manager an active internal change agent and explain the process involved in implementing long term change in an organisation.
4. Define Human Resource Development. Explain the importance, features & future scope of human resource development.
5. Illustrate with examples, the context of organisational culture and also explain the various dimensions of culture in any organisation.

*[P.T.O...]*