

Birla Institute of Technology and Science, Pilani

HSS F323 Human Resource Development (Sem II; 2022-23)

Mid-Semester Examination (Part-A) (Closed Book)

Instructions: Answer the following 4 questions. Each question carries 10 marks. Please respond to the questions on this question paper only. When you finish Part-A, ask for Part B from the invigilator.

Q1. A mid-sized corporation has decided to conduct a training wherein they are interested in delivering inexpensive training. They are mainly interested in training managerial staff who can train newly inducted management trainees. If you were chosen as a consultant by this organization, what would you do to obtain crucial information about a) the department or organization's mission and b) the perceived training needs and suitability of the training program? Elaborate the process of assessment.

Q2. An HRD expert group has developed a contingency model that assumes adult learners are heterogeneous groups requiring different training and development approaches. They highlight that training and development depend on individual differences. Do you really think adults and adolescents should be treated differently for training purposes? Do you see a difference between teaching and training? Elaborate your answer with reference to your own learning curve.

Q3. Beginning from the eighteenth century onwards, trace the historical precursors informing the field of human resource development. Do you see the role of humans in the entire idea of HRD? What do they do, and how do they further develop human beings (employees) in their respective organizations? Do you think the employees' behavior is influenced by certain factors? Comment.

Q4. Thinking about the COVID times, what experiences have you had with online learning or training programs? How about technology-enhanced learning, e.g., where a traditional classroom also uses online discussions or other web-based applications? In your view, how can technology best be used to provide effective training and learning opportunities? Do you think online training is really effective? If yes, are there any specific contexts where online training can be effective? Comment.

(PART A Ends) (Ask for Part B)

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Mid-Semester Examination (Part-B) (Open Book)

Instructions: Answer the following 4 questions. Each question carries 5 marks. Please respond to the questions on this question paper only. Use the space judiciously.

1. Differentiate between "HRD" and "HRM" as per your understanding?

2. Differentiate between pedagogy, andragogy, and heutagogy in your own words?

3. Briefly discuss other potential factors (not covered in the model) that influence employee behavior.

4. Comment on the development of HRD as a discipline in the Indian context.

(PART-B Ends)