**ST. JOSEPH’S UNIVERSITY, BANGALORE-27**

Register Number:

DATE:14-12-2022 ( 9 am)

9 9am

**BBA/BBASF – V SEMESTER**

**SEMESTER EXAMINATION: OCTOBER 2022**

**(Examination conducted in December 2022)**

**BBADEH 5619: Human Resource Development**

**Time- 2 ½ hrs Max Marks-70**

**This paper contains \_\_2\_\_\_ printed pages and four parts**

**Section A**

**I.** Answer ***any five*** of the following (**5x2 = 10 Marks)**

1. Who is a Repatriate?
2. What is organisational analysis?
3. Give the meaning of Out placement service.
4. List any two features of HR climate.
5. Outline any four grounds of employee discrimination.
6. Mention any four competencies required for HRD professional.

**Section B**

**II.** Answer ***any three*** of the following (**3x5 = 15 Marks)**

1. What is Socializing? Illustrate the stages in Socializing
2. Differentiate coaching and mentoring.
3. Give a short note on HR performance and Benchmarking.
4. Explain HRD evaluation with a suitable model.

**Section C**

**III.** Answer ***any two*** of the following (**2x15 = 30 Marks)**

1. Describe the process of HRD and elucidate any five challenges of HRD.
2. Training is a tool to be considered as an investment for an organization and not as an expenditure’’. Comment your views. Explain different training methods.
3. Give a short on following concepts highlighting its benefits.
4. Employee Wellness program
5. Employee Diversity
6. Employee Realignment

**Section D**

**IV. Answer the following (1x15=15 Marks)**

1. In February 2001, India's largest public sector bank (PSB), the State Bank of India (SBI) faced severe opposition from its employees over a Voluntary Retirement Scheme (VRS). The VRS, which was approved by SBI board in December 2000, was in response to Federation of Indian Chambers of Commerce and Industry's (FICCI) report on the banking industry. The report stated that the Indian banking industry was overstaffed by 35%. In order to trim the workforce and reduce staff cost, the Government announced that it would be reducing its manpower. Following this, the Indian Banks Association (IBA) formulated a VRS package for the PSBs, which was approved by the Finance ministry.  
   Though SBI promoted the VRS as a 'Golden Handshake,' its employee unions perceived it to be a retrenchment scheme. They said that the VRS was completely unnecessary, and that the real problem, which plagued the bank were NPAs. The unions argued that the VRS might force the closure of rural branches due to acute manpower shortage.

*Questions*

a) In the light of above case express your perspective from employer and employee on implementation of VRS (5marks)

b) Discuss various strategies to manage work force surplus and shortage (10 marks)