Assignment: Human Resource Development (HRD) and Human Resource Management (HRM)

Instructions: Answer the following questions based on your understanding of HRD and HRM. Provide explanations for your answers wherever applicable.

Section A: Multiple-Choice Questions

1. What is the primary focus of Human Resource Development (HRD)?
   a) Recruitment
   b) Employee training and development
   c) Compensation and benefits
   d) Employee relations
   Answer: _____
2. What is the main difference between HRD and HRM?
   a) HRD focuses on employee training; HRM focuses on employee recruitment
   b) HRM focuses on strategic planning; HRD focuses on operational tasks
   c) HRM deals with employee welfare; HRD focuses on employee development
   d) There is no difference between HRD and HRM
   Answer: _____
3. Which of the following is NOT a benefit of HRD?
   a) Increased employee performance
   b) Enhanced career development
   c) Improved job satisfaction
   d) Increased employee turnover
   Answer: _____
4. Which of the following is the focus of HRD systems?
   a) Production processes
   b) Employee training and development
   c) Financial planning
   d) Public relations
   Answer: _____
5. What is the structure of an HRD system typically built around?
   a) Technology
   b) Policies and regulations
   c) People, processes, and resources
   d) Marketing strategies
   Answer: _____
6. Which is NOT a role of HRD manpower?
   a) Developing training programs
   b) Conducting performance appraisals
   c) Managing payroll
   d) Providing career guidance
   Answer: _____

7. What is the main objective of Management Development?
   a) To increase employee wages
   b) To enhance the managerial skills of employees
   c) To improve recruitment processes
   d) To enhance technology use in organizations
   Answer: _____
8. Which of the following is a method of Management Development?
   a) Training programs
   b) Job rotation
   c) Mentorship programs
   d) All of the above
   Answer: _____
9. Why is HRD important for an organization?
   a) It helps in minimizing employee salaries
   b) It improves employee skills, motivation, and performance
   c) It focuses on hiring new employees
   d) It handles legal disputes
   Answer: _____
10. Which is NOT a component of the HRD system?
    a) Training and development
    b) Performance management
    c) Employee motivation
    d) Salary administration
    Answer: _____

Section B: Short Answer Questions

11. Explain the key differences between HRD and HRM.
12. What are the key elements of an effective HRD system?
13. Describe three benefits of HRD to employees.

Submission Guidelines:

- Submit your assignment in a typed format (Word or PDF).
- Ensure clarity and structure in your responses.
- Cite references (if any) used for answering the questions.
- Deadline for submission: **[10/02/2025]**

End of Assignment