



Avinashilingam Institute for Home Science and Higher Education for Women

Deemed to be University Estd. u/s 3 of UGC Act 1956, Category A by MHRD (now MoE)

Re-accredited with A++ Grade by NAAC. CGPA 3.65/4, Category I by UGC

Coimbatore - 641 043, Tamil Nadu, India

Master's Degree Examination – May 2025 II Semester

Class : I P.G.
Major : Human Development

Time: 3 Hours
Max. Marks: 100

23MHDC10 Essentials of Human Resource Development

Course Outcomes:

- CO1: Recognize the need, characteristics and types of Human Resource Development, Human Resource Planning, Training and Development, Performance Appraisal and Career Planning
CO2: Understand the concept and significance of Human Resource Development, Human Resource Planning, Training and Development, Performance Appraisal and Career Planning
CO3: Analyze the behavioural bases for Human Resources and the relationship between Human Development and Human Resource Development
CO4: Evaluate the factors affecting Human Resource Development, Human Resource Planning, Training and Development, Performance Appraisal and Career Planning
CO5: Design a training module for formulating the behavioral bases of Human Resources

Part A 10 x 1 = 10 Choose the Correct Answer

1. An organization can develop only when it's _____ are developed CO1K3
a. Physical resource b. Human resources c. Financial resources d. Both a & b
2. The _____ of any organization are the backbone, who plays a stupendous role. CO1K2
a. Employer b. Investor c. Employees d. Second level administration
3. Performance management focuses on _____ performance planning and improvement rather than retrospective performance appraisal CO4K4
a. Future b. Past c. Present d. The process
4. HR activities include CO2K3
a. Promotions b. Marketing c. Manpower planning d. Administration
5. If the employee doesn't meet the performance standards for an accountable task, what type of HRD program would be more appropriate? CO4K3
a. Coaching b. Training c. Mentoring d. Counseling
6. The process of analyzing jobs from which job descriptions are developed are called CO3K3
a. Job analysis b. Job Enrichment c. Job enlargement d. None of the above
7. 360 Degree feedback enhances the quality of ----- decisions CO3K3
A. HRD Systems Maturity score B. Management C. HRD D. Database
Indicate the correct set:
a. ABC b. BCD c. CDA d. ABD
8. Which soft skill refers to the ability to convey information effectively and listen actively to others? CO5K3
a. Creativity b. Emotional intelligence c. Communication d. Time management
9. Which of the following aspects of career planning includes the attitudinal characteristics CO5K3
a. Career path b. Career anchors c. Career goals d. Career management
10.is a plan or programmes to motivate individual or group performance. CO2K2
a. Incentive scheme b. Profile shuffle c. Added responsibilities d. Team upgrade

Part B **5 x 6 = 30**
Answer ALL questions
Each answer should not exceed 400 words or two pages

- 11.a. Explain the dimensions of human resources. CO1K3
- (or)
- 11.b. Define Human Development and Human Resource Development. CO1K2
- 12.a. What are the essentials of effective communication? CO2K1
- (or)
- 12.b. Explain the components of self awareness. CO2K4
- 13.a. Briefly describe the criteria for job analysis. CO3K2
- (or)
- 13.b. What are the barriers that may interfere in HR planning? Explain. CO3K2
- 14.a. Briefly explain the process of job selection. CO4K4
- (or)
- 14.b. What are the benefits of training? CO4K2
- 15.a. Write the skills required for career anchors. CO5K2
- (or)
- 15.b. Justify the statement – ‘organization helps for career development’ . CO5K4

Part C **5 x 12 = 60**
Answer ALL questions
Each answer should not exceed 800 words or four pages

- 16.a. Discuss the roles and responsibilities of human resources manager. CO1K4
- (or)
- 16.b. Highlight the need and significance of HRD. CO1K4
- 17.a. Discuss the factors influencing the behaviour of group. CO2K4
- (or)
- 17.b. Write a note on social intelligence and motivation. CO2K2
- 18.a. Elaborate the sources of recruitment. CO3K3
- (or)
- 18.b. Explain the Steps in HR planning CO3K4
- 19.a. Discuss the methods of training and development. CO4K4
- (or)
- 19.b. What is performance appraisal? Explain the methods. CO4K2
- 20.a. Explain the process of career planning. CO5K3
- (or)
- 20.b. Discuss career development cycle. CO5K4
