

**Avinashilingam Institute for Home Science and Higher Education for Women**  
**(Deemed to be University under Category 'A' by MHRD, Estd. u/s 3 of UGC Act 1956)**  
**Re-accredited with 'A+' Grade by NAAC. Recognised by UGC Under Section 12B**  
**Coimbatore - 641 043, Tamil Nadu, India**  
**Continuous Internal Assessment Test II April 2025**

**Semester IV**

**Class: II UG**

**Time: 2Hours**

**Major/Branch: Human Development**

**Max. Marks: 60**

**21BHDC22 Basic Human Resources**

*Course Outcomes:*

*CO<sub>1</sub> Understand the basics of human resources or capabilities*

*CO<sub>2</sub> Identify the difference between HD and HRD*

*CO<sub>3</sub> Apply the skill namely leadership teamwork and motivation for productive living*

*CO<sub>4</sub> Explore the strategies in fostering EI and SI*

*CO<sub>5</sub> Examine the determinants of human resources towards human development*

**Part A**

**6x1 = 6**

**Choose the Correct Answer**

1. According to Peter Drucker, leadership is about \_\_\_\_\_. CO1K1
  - a. making friends and influencing people
  - b. raising a person's vision beyond limitations
  - c. increasing organizational profits
  - d. following strict management rules
2. Which of the following is an example of Intrinsic Motivation? CO1K1
  - a. Working hard to receive a promotion
  - b. Studying to avoid punishment
  - c. Engaging in a task for personal satisfaction
  - d. Completing a task to earn a reward
3. The term "Social Intelligence" was first used by \_\_\_\_\_. CO1K1
  - a. John Dewey & Lull
  - b. Howard Gardner
  - c. Wechsler
  - d. Moss & Hunt
4. The leadership style in which the leader makes all the decisions without input from subordinates is known as \_\_\_\_\_ leadership. CO1K1
  - a. Democratic
  - b. Autocratic
  - c. Laissez-faire
  - d. Paternalistic
5. Which of the following is NOT a key element of Social Intelligence? CO1K1
  - a. Logical Reasoning
  - b. Situational Awareness
  - c. Presence
  - d. Empathy
6. According to Maslow's Hierarchy of Needs, which need is at the highest level? CO1K1
  - a. Physiological needs
  - b. Safety needs
  - c. Esteem needs
  - d. Self-actualization

**Part B**

**3x6= 18**

**Answer all the questions**

**Each answer should not exceed 400 words or two pages**

- 7.a. Define leadership and explain its importance in an organization. CO1K2 or
- 7.b. Discuss the functions of leadership with examples. CO1K2
- 8.a. Define Motivation. Explain the difference between Intrinsic and Extrinsic Motivation with relevant examples. CO2K2 or
- 8.b. Discuss the importance of motivation in professional life. Discuss the importance of motivation in personal and professional life. CO2K2
- 9.a. Define Social Intelligence and explain its significance in personal and professional life. CO2K3 or
- 9.b. Discuss the characteristics of Social Intelligence with relevant examples. CO2K3

**Part C**

**3x12 = 36**

**Answer all the questions**

**Each answer should not exceed 800 words or four pages**

- 10.a. Explain the four leadership styles. Analyse the consequences of each leadership styles and its impact on employee performance and job satisfaction. CO1K2 or
- 10.b. Discuss the importance of teamwork in organizations. Explain the different types of teams and their roles in achieving organizational goals. CO2K2
- 11.a. Compare Maslow's Hierarchy of Needs Theory and Herzberg's Two-Factor Theory of Motivation. Discuss their implications for employee motivation and workplace management. CO3K3 or
- 11.b. Discuss the McClelland and Vroom theories of Motivation and their implication in workplace. CO3K3
- 12.a. Identify the major issues generally faced by teams in an organisational setup. CO2K3 or
- 12.b. Discuss team building strategies employed by organisations to create effective teamwork. CO2K3

No. of copies - 23