

**Avinashilingam Institute for Home Science and Higher Education for Women  
(Deemed to be University) Coimbatore – 641 043**

**Master's Degree Examination - November 2018  
Semester – III**

**Class : II PG  
Major: M.B.A.**

**Time: 3 Hours  
Max. Marks: 60**

**17MBAC22H / 17MBMC22H – Human Resource Development**

**PART – A (10 \* ½ = 5 Marks)  
Choose the correct answer**

1. The first step of HRD in any organization is .....  
(a) Determining development approaches (b) Formulate HR plans  
(c) Assessing the needs for department (d) None of these.
2. HRD process variable includes.....  
(a) Role clarity (b) Work planning (c) Better communication (d) All of these
3. A ..... is a process of evaluating an employee's performance of a job in terms of its requirements.  
(a) Performance management (b) Performance analysis  
(c) Performance appraisal (d) Performance evaluation
4. The following type of recruitment process is said to be a costly affairs.  
(a) Internal recruitment (b) External recruitment  
(c) Cost remains same for both types (d) None
5. In career planning of employees, strong vocational interest inventory and Lindsey study of values are tests used for .....  
(a) Reality feedback (b) Self-Assessment (c) Spaced Assessment (d) None of these
6. Which of the following is the HRD score card?  
(a) HRD systems maturity score (b) Competency score  
(c) HRD competencies systems maturity stage (d) All of these
7. Which of the following is a learning principle?  
(a) Recognition of individual differences (b) Schedules of learning  
(c) Transfer of learning (d) All of these
8. A learning style is .....  
(a) A strategy used by an individual to integrate new knowledge with that which has already been acquired  
(b) The type of material that an individual prefers to learn  
(c) A filter mechanism that inhibits the learning of certain material  
(d) None of these
9. .... is a method used in group of organizational training needs assessment.  
(a) Consideration of current and projected changes (b) Rating scales  
(c) Interviews (d) Questionnaires
10. .... refers to the learning opportunities designed to help employees grow.  
(a) Training (b) Development (c) Education (d) All of these

**PART – B**

**(5 \* 4 = 20 Marks)**

**Answer the following.**

**Answer should not exceed 200 words or one page**

11. (a) Briefly explain the objectives of HRD in the corporate sector.

**(OR)**

(b) Write notes on 'People Capability Maturity Model (P-CMM approach).

12. (a) State the importance of Career Planning and Development.

**(OR)**

(b) What is Recruitment? Distinguish between Recruitment and Selection.

13. (a) Bring out the importance of Career Branding.

**(OR)**

(b) Briefly write about the HRD Score card.

14. (a) What are the various components of Learning?

**(OR)**

(b) State the implications of Bloom's Taxonomy model of learning.

15.(a) What is Management Development Programme (MDP)? Mention its significance.

**(OR)**

15. (b) Explain the important principles of Training Design.

**PART – C**

**(5 \* 7 = 35 Marks)**

**Answer the following. (Q.No. 20 is compulsory)**

**Answer should not exceed 600 words or three pages**

16. (a) Describe the traditional and modern role of Human Resource Development in the organizational growth.

**(OR)**

(b) Explain the following approaches of HR:

(i) Human Capital Appraisal Approach and (ii) HRD Score card Approach.

17. (a) How do you make appraisal about the performance of an individual employee in the organization? Enumerate. **(OR)**

(b) Explain about the procedure for developing the individual employee's role beyond his present role in the corporate sector.

18. (a) Highlight the various types and approaches of career counselling for employees.

**(OR)**

(b) Examine the essentials and principles of Quality of Work Life.

19. (a) Brief about the concept of learning. Describe the types of learning and Learning Cycle. **(OR)**

(b) What is Learning Management Systems (LMS)? Explain its benefits.

**20. Case Study (Compulsory):**

Assume you are a Chief HR in the reputed corporate company in Chennai. At the end of the year you have to evaluate the performance of employees who are working in Production Department and the Service Development. Instructions are given by you as a Chief to your Two Subordinates to conduct the performance appraisal. Both of them have to make appraisal in both the departments. What suitable appraisal method you would suggest them to follow? Why? Justify your answer.