



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)
Re-accredited with 'A++' Grade by NAAC. Recognised by UGC Under Section 12B
Coimbatore - 641 043, Tamil Nadu, India

Continuous Internal Assessment Test- I, February, 2025
Semester V

Class: I PG

Time : 2 hours

Major : Human Development

Max.marks : 60

23MHDC10 Essentials of Human Resource Development

Course Outcomes:

- Recognize the need, characteristics, significance & types of Human Resource Development, Human Resource Planning, Training & Development, Performance Appraisal and Career Planning.
- Elaborate the process of Human Resource Development, Human Resource Planning, Training & Development, Performance Appraisal and Career Planning.
- Analyze the behavioural bases of Human Resources & the relationship between Human Development & Human Resource Development
- Evaluate the factors affecting Human Resource Development, Human Resource Planning, Training & Development, Performance Appraisal and Career Planning.
- Design a training module for formulating the behavioural bases of Human Resources.

Part – A

Choose the correct answer (6X1=6 marks)

1. The concept of Human Resource Development was first introduced by _____. CO₁K₂
a) Leonard Nadler b) Karl Marx c) Elon Musk d) Sundar Pitchai
2. The process of nurturing skilled, adaptable & innovative workforce is called _____. CO₂K₃
a) HRM b) HRD c) HRP d) HR
3. Pick the odd one out of the following dimensions of Human Resource Development. CO₃K₂
a) skill b) motivation c) leadership d) age
4. The ability to recognize & understand one's own thoughts, feelings & behaviours is called _____. CO₂K₂
a) emotional intelligence b) self awareness c) social intelligence d) Motivation
5. An individual's view of how he/ she should act/ behave in a given situation is called role _____. CO₅K₃
a) perception b) identity c) expectation d) conflict
6. _____ aims to ensure that the right people with the right skills are available at the right time to achieve organisational objectives. CO₄K₄
a) HRM b) HRD c) HRP d) HR

Part-B

Answer all the questions Answers should not exceed 400 words (3x6= 18 marks)

7. a. Define the terms i) HRD ii) HRM iii) HRP. CO₁K₁
or
b. Enlist the features of HRD. CO₁K₁
8. a. Highlight the benefits of HRD. CO₂K₄
or
b. Emotional Intelligence is a key aspect in HRD - Explain. CO₂K₄
9. a. Summarize the characteristics of HRP. CO₅K₃
or
b. Bring out the goals of HRP. CO₅K₃

Part-C

Answer all questions. Answer should not exceed 800 words (3x12= 36 marks)

10. a. Elucidate the concept and dimensions of HRD. CO₁K₂
or
b. Appraise the roles & qualities of Human Resource Managers. CO₁K₂
11. a. Write a note on factors influencing individual behaviours in an organisation. CO₃K₃
or
b. Give an overview of factors influencing group behaviour in an organization. CO₃K₃
12. a. Trace the process of HRP. CO₅K₄
or
b. Review the concept, importance and factors influencing HRP. CO₅K₄