



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

Master's Degree Examination – June 2021
IV Semester

Class : II M.Sc.
Major : Human Development

Time: 3 Hours
Max. Marks: 100

17MHDC23 Essentials of Human Resource Development

PART A
Choose the Correct Answer

10 x 1 = 10

- Human resource management emphasises: CO₁K₂
 - Development of people
 - Punishment of people
 - Adoption of people
 - None of these
- The characteristics of HRM does not include CO₂K₃
 - Pervasive function
 - Interdisciplinary function
 - Integrating mechanism
 - Job oriented
- Training process is: CO₃K₂
 - Short term
 - Medium term
 - Long term
 - None of these
- is the systematic, periodic and impartial rating of an employee excellence in matters pertaining to his present job and his potential for a better job. CO₃K₁
 - Performance appraisal
 - Compensation and motivation
 - Training and Development
 - Performance indicator
- HRD aids in developing: CO₄K₃
 - Executive development
 - Strategic development
 - Planning and decision making
 - Organizational and personal skills
- Which performance appraisal methods consumes a lot of time? CO₃K₅
 - Essay method
 - Rating Scales
 - Critical incident
 - Tests And Observation
- Recruitment and selection must be effective to ensure it: CO₂K₃
 - Offsets high labour turnover
 - delivers the highest caliber of individuals at optimum most
 - To have a surplus in case of sickness and absence
 - encourages new blood into the organization
- _____ refers to the learning opportunities designed to help employees grow. CO₂K₃
 - Training
 - Development
 - Education
 - All of these
- Which of the following is a barrier while doing human resource planning? CO₂K₂
 - HR information often is incompatible with the information used in strategy formulation
 - Implementing human resource information system
 - Managing inventories
 - Supply forecast
- Picking up suitable candidates by rejecting the unsuitable _____ CO₃K₂
 - Recruitment
 - Training
 - Selection
 - Development

Part B
Answer ALL questions
Each answer should not exceed 400 words or two pages

5 x 6 = 30

- 11.a. Discuss the roles of HRM with relevant examples. CO₁K₂
(or)
- 11.b. Examine the significance of HRM. CO₁K₂
- 12.a. What is Human Resource Planning? Also state its importance and characteristics. CO₂K₃
(or)
- 12.b. Explain the process of selection and recruitment in HRP. CO₂K₃
- 13.a. Describe the process of Performance Appraisal. CO₃K₁
(or)
- 13.b. What are factors affecting the performance appraisal system? CO₃K₁
- 14.a. Discuss the factors influencing the individual differences in HRM in detail. CO₄K₂
(or)
- 14.b. Indicate the factors influencing the behaviour of the groups in HRM in detail. CO₄K₂
- 15.a. Elaborate on the career development cycle. CO₅K₂
(or)
- 15.b. Explain the need, objectives and processes of career development? CO₅K₂

Part C
Answer ALL questions
Each answer should not exceed 800 words or four pages

5 x 12 = 60

- 16.a. Enumerate the challenges faced by the Human Resource Manager at the present scenario. Explain with examples. CO₃K₂
(or)
- 16.b. Define the term Human Resource Development (HRD). Enlist the roles and challenges that can be faced by Human Resource Manager. CO₃K₂
- 17.a. Explain the behavioural bases of Human Resource Development. CO₁K₂
(or)
- 17.b. State the objectives, significance, goals and beliefs of HRD in detail. CO₁K₂
- 18.a. Describe the concept and process of recruitment. CO₄K₃
(or)
- 18.b. Discuss the methods of performance appraisal in detail. Point out the significance of performance appraisal. CO₄K₃
- 19.a. Elaborate on the process of performance appraisal system. Also state the advantages and limitations of performance appraisal. CO₂K₃
(or)
- 19.b. Make a note on training and development of HRM. State its objectives, significance and characteristics. CO₂K₃
- 20.a. Elucidate on Career planning development. CO₁K₂
(or)
- 20.b. Explain the need, objectives and process of career planning. CO₁K₂
