



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- II, March, 2025
Semester II

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 Human Resource Planning is otherwise termed as _____. CO₁K₁
a) Human Resource Management b) Human Resource Development
c) Workforce Planning d) Career Planning
2. The process of choosing the most suitable applicant from the shortlisted candidates to fill the job opening is called _____. CO₂K₃
a) recruitment b) selection c) performance d) description
3. Which of the following is the modern method of performance appraisal? CO₃K₂
a) ranking b) checklist c) rating scale d) 360-degree appraisal
4. A process in which employees are given an opportunity to enhance their skills and knowledge that is job relevant is called _____. CO₄K₄
a) training b) development c) planning d) appraisal
5. A strategic process that involves assisting employees in setting and achieving career goals within an organization is referred to as _____. CO₅K₅
a) career planning b) performance appraisal c) need assessment d) conflict resolution
6. The characteristics of a job that attract individuals to take up the job are called _____. CO₄K₁
a) career plans b) career roles c) career anchors d) career tactics

Part-B

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

7. a. Differentiate between recruitment and selection. CO₁K₁
or
b. Define the terms i) job analysis ii) job description iii) job specifications. CO₁K₁
8. a. Highlight the benefits of performance appraisal. CO₃K₄
or
b. Training and Development is an essential component of HRD - Justify. CO₃K₄
9. a. Define career. Outline the importance of career planning. CO₄K₃
or
b. What are career anchors? Explain its significance in HRM. CO₄K₃

Part-C

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

10. a. Enumerate the importance of Human Resource Planning in an organisation. CO₁K₂
or
b. Trace the steps involved in Human Resource Planning Process. CO₁K₂
11. a. Write a note on factors influencing performance appraisal in an organisation. CO₂K₃
or
b. Give an overview of training and development process in an organization. CO₂K₃
12. a. Appraise the stages of career development. CO₅K₄
or
b. Review the importance and process of career planning. CO₅K₄