

(6 pages)

Reg. No. : .....

**Code No. : 7279**

**Sub. Code : ZESE 21**

M.A. (CBCS) DEGREE EXAMINATION, APRIL 2023.

Second Semester

Economics – Elective

**HUMAN RESOURCE DEVELOPMENT**

(For those who joined in July 2021 onwards)

Time : Three hours

Maximum : 75 marks

**PART A — (10 × 1 = 10 marks)**

Answer ALL questions.

Choose the correct answer :

1. \_\_\_\_\_ determine the success of corporate strategy.  
(a) HRM Climate                      (b) HR Professional  
(c) HR Audit                          (d) HR Planning
2. Strategic thinking is a \_\_\_\_\_ process.  
(a) Short-term                          (b) Long-term  
(c) Continuous                        (d) None of the above

3. T-groups also called  
(a) Sensitivity training  
(b) Laboratory training  
(c) Both (a) and (b)  
(d) None of the above
4. Brainstorming is a \_\_\_\_\_.  
(a) Group creativity technique  
(b) Individual creativity technique  
(c) Selected possible ideas  
(d) All of the above
5. Hindrance in socialisation is caused by  
(a) Religion                              (b) Equality  
(c) Politics                                (d) Prejudices
6. Which one of the following is a position from which someone is unlikely to move to a higher level of work responsibility?  
(a) Career goals  
(b) Career path  
(c) Career progression  
(d) Career plateau

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7. The programs designed to provide counseling to those employees having emotional (or) personal problems are classified as
- Safety promotion
  - Employee assistance program
  - Wellness promotion
  - Health promotion
8. Employee counselling is a \_\_\_\_\_.
- One-way process
  - Two-way process
  - Group process
  - None of the above
9. Benchmarking is \_\_\_\_\_.
- Quality Management Technology
  - Marketing strategy
  - Production technology
  - None of the above
10. The process of sending and preparing global employees for any of the foreign assignments is classified as
- Distant assignments
  - Expatriation
  - Repatriation
  - Foreign advancement

PART B — (5 × 5 = 25 marks)

Answer ALL questions choosing either (a) or (b).  
Each answer should not exceed 250 words.

11. (a) Distinguish between HRD and HRM.
- Or
- (b) Is HRD a profession? Explain.
12. (a) Explain the activities involved in designing an HRD program.
- Or
- (b) Narrate the transactional analysis.
13. (a) Explain the team-based career development.
- Or
- (b) Write the fundamental concepts of socialisation.
14. (a) Explain the levels of wellness program.
- Or
- (b) Explain the employee counseling program.
15. (a) Explain the work force reduction, realignment and rentention.
- Or
- (b) Explain the approaches of downsizing.





PART C — (5 × 8 = 40 marks)

Answer ALL questions, choosing either (a) or (b).

Each answer should not exceed 600 words.

16. (a) Discuss the competencies of HRD professionals.

Or

- (b) Briefly explain the challenges of HRD.

17. (a) Describe the process of HRD.

Or

- (b) Enumerate the factors to consider before purchasing an HRD program.

18. (a) Explain the purposes of HRD evaluation.

Or

- (b) Explain the realistic job review.

19. (a) Elucidate the issues in employee counseling.

Or

- (b) Discuss the organizational strategies based on human resource.

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20. (a) Discuss the impact of globalisation on HRD.

Or

- (b) Briefly describe the expatriate and repatriate support and development.

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