

(6 pages)

Reg. No. :

Code No. : 5489

Sub. Code : HESE 31

M.A. (CBCS) DEGREE EXAMINATION,
NOVEMBER 2016.

Third Semester

Economics

Elective — HUMAN RESOURCE DEVELOPMENT

(For those who joined in July 2012-2015)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. Human resource management includes
 - (a) action
 - (b) cost
 - (c) judgment
 - (d) job description

2. Which of the following is not included in HRD?
 - (a) HR planning
 - (b) Departmentation
 - (c) Recruitment and selection
 - (d) Performance appraisal
3. _____ technique is used by the management to decide salary for each job.
 - (a) Job description
 - (b) Job evaluation
 - (c) Job performance
 - (d) Jobbing
4. Job analysis does not provide input for
 - (a) Location of business unit
 - (b) HR planning
 - (c) Recruitment
 - (d) Performance appraisal
5. Employment test is related to
 - (a) selection
 - (b) wage
 - (c) salary
 - (d) stock
6. The process of searching for prospective employees and stimulating them to apply for the jobs in the organization is called as
 - (a) job analysis
 - (b) recruitment
 - (c) selection
 - (d) interview



7. Performance appraisal is related to
- salary
 - standard
 - task valuation
 - disputes
8. On the job training method includes
- role play method
 - job rotation method
 - case study method
 - group discussion
9. Industrial Disputes (Amendment) Act is passed in _____.
- 1930
 - 1956
 - 1970
 - 1971
10. Who was closely associated with industrial relations in India?
- B. Kurien
 - Gadgil
 - V.V. Giri
 - Vinoba Bhave

PART B — (5 × 5 = 25 marks)

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

Each answer should not exceed 250 words.

11. (a) What are the objectives of HRD?
- Or
- (b) What are the outcomes of HRD?
12. (a) State the importance of HR Planning.
- Or
- (b) List down the various drawbacks of HR planning.
13. (a) Bring down the internal sources of recruitment.
- Or
- (b) What are the advantages of external sources of recruitment?
14. (a) State the need for training.
- Or
- (b) List down the important features of performance appraisal.



15. (a) State the important provisions of the Trade Union Act 1926.

Or

- (b) Examine the problems of knowledge worker's participation in management.

PART C — (5 × 8 = 40 marks)

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

Each answer should not exceed 600 words.

16. (a) Examine the peculiarities of human capital.

Or

- (b) Explain the internal factors that influences change.

17. (a) Explain the important steps of planning for a career fair.

Or

- (b) Elaborate the important methods of job evaluation.

18. (a) Explain the different types of tests.

Or

- (b) What are the guidelines for making the interview more successfully?

Page 5

Code No. : 5489

19. (a) Bring out the steps to be taken in organising a good training programme for college students.

Or

- (b) State the pre-requisites of successful career planning.

20. (a) Enumerate the important functions of trade union.

Or

- (b) What are the various causes of industrial disputes?

Page 6

Code No. : 5489

