

(6 pages)

Reg. No. :

Code No. : 8489

Sub. Code : HESE 31

M.A. (CBCS) DEGREE EXAMINATION,
NOVEMBER 2014.

Third Semester

Economics

Elective — HUMAN RESOURCE DEVELOPMENT

(For those who joined in July 2012 onwards)

Time : Three hours

Maximum : 75 marks

SECTION A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. The functions of Human Resource Development includes
- (a) Man Power Planning
 - (b) Training and Development
 - (c) Industrial Relation
 - (d) All the above

2. Which one of the following does not include under functions of HRM?

- (a) Planning
- (b) Organising
- (c) Recruitment
- (d) Profitability

3. _____ is process of determining manpower requirements in order to carry out integrating plan of organisation.

- (a) Human resource planning
- (b) Human resource development
- (c) Human resource marketing
- (d) Human resource forecasting

4. Human Resource supply forecasting is the process of estimating

- (a) Availability of capital resource
- (b) Availability of human resource
- (c) Availability of land resource
- (d) Availability of organisational resource



5. 'Best practice' employee selection is usually associated with which model?
- (a) The psychometric model
 - (b) The psychological model
 - (c) The psychiatric model
 - (d) The physiological model
6. Which interview method is most reliable?
- (a) Structured (b) Unstructured
 - (c) Non-directive (d) Telephone
7. Objectives of training is
- (a) Favourable reaction to change
 - (b) Increase productivity
 - (c) Increase morale
 - (d) All of these
8. A process in which the manager, supervisors or an external expert acts as the advisor, philosopher and guide is called
- (a) Career anchoring
 - (b) Career development
 - (c) Mentoring
 - (d) Career goals

9. The collective bargaining process
- (a) Establishing a collective bargaining unit
 - (b) Negotiating an agreement
 - (c) Administering an agreement
 - (d) Grievance and discipline
10. Which of the following is not a characteristic of the workers' participation in management?
- (a) Consequence sharing
 - (b) Application of upward control
 - (c) Participation in decision making
 - (d) One-time activity in the life of the organization

SECTION B — (5 × 5 = 25 marks)

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

Each answer should not exceed 250 words.

11. (a) State the functions of Human Resource Development.

Or

- (b) Explain the characteristics of Human Resource Development.



12. (a) Explain the Job Analysis Process.

Or

(b) Distinguish between Job Analysis and Job Design.

13. (a) What is the purpose of recruitment?

Or

(b) Explain the steps involved in selection process.

14. (a) Explain the demerits of on-the job training.

Or

(b) Distinguish carrier planning from man power planning.

15. (a) Suggest measures to solve industrial disputes.

Or

(b) What are the objectives of collective bargaining?

SECTION C — (5 × 8 = 40 marks)

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

Each answer should not exceed 600 words.

16. (a) Describe the objectives and functions of Human Resource Development.

Or

(b) Critically evaluate the challenges and problems of HRM in the changing environment.

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17. (a) Explain the various steps in the process of human resource planning.

Or

(b) Describe the sources of manpower supply.

18. (a) Discuss the philosophy of recruitment.

Or

(b) "Selection is a substitute for socialisation". Do you agree? Discuss.

19. (a) Describe the importance of training.

Or

(b) Explain the various stages of employee counselling.

20. (a) Discuss the duties and liabilities of trade union.

Or

(b) Examine the role of workers participation in management.

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