

(6 pages)

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Sub. Code : HESE 31

M.A. (CBCS) DEGREE EXAMINATION,
NOVEMBER 2015.

Third Semester

Economics

Elective – HUMAN RESOURCE DEVELOPMENT

(For those who joined in July 2012 and afterwards)

Time : Three hours

Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. The most central use of technology in HRM is in the area of
 - (a) Organization structure
 - (b) Motivation
 - (c) HRIS
 - (d) Leadership

2. Which one of the following activities is not part of HRD?
 - (a) training and development
 - (b) recruitment
 - (c) career planning
 - (d) performance appraisal
3. Job description provides information about the
 - (a) qualities of a job holder
 - (b) qualities of a job analyst
 - (c) organisation structure
 - (d) requirements of a job
4. HR planning helps in
 - (a) creating a reservoir of talent
 - (b) providing quality leadership to employees
 - (c) effective performance of informal groups
 - (d) deciding monetary incentives for employees
5. Which one of the following is not a source of internal recruitment?
 - (a) promotions
 - (b) campus recruitment
 - (c) transfers
 - (d) extension of services of existing employees

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6. Intelligence test is also known as
- (a) personality test
 - (b) mental ability test
 - (c) performance test
 - (d) interest test
7. Induction or orientation is an integral part of
- (a) selection
 - (b) recruitment
 - (c) training
 - (d) none of these
8. The most common type of performance appraisal scheme followed in public sector is
- (a) management group appraisal
 - (b) superior - subordinate appraisal
 - (c) staff group appraisal
 - (d) committee appraisal
9. Conflict is
- (a) always destructive
 - (b) always constructive
 - (c) never constructive
 - (d) could be destructive or constructive

10. Industrial dispute means dispute between
- (a) employers and employers
 - (b) employers and workmen
 - (c) workmen and workmen
 - (d) all the above

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 essentials of an effective HRD system?

Or

- (b) Explain the objectives of HRM.

12. (a) Explain the meaning and nature of HR planning.

Or

- (b) Discuss the uses of job analysis in HR management.

13. (a) Explain the factors that affect recruitment.

Or

- (b) Explain the nature and significance of selection.



14. (a) State the need for training.

Or

(b) Write a short note on career planning.

15. (a) Enumerate the role of government in collective bargaining.

Or

(b) How to prevent strikes in industries? Explain.

PART C — (5 × 8 = 40 marks)

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

Each answer should not exceed 600 words.

16. (a) "HRD is a part of HRM" - Explain.

Or

(b) Discusses the effects of globalization on HRM.

17. (a) Analyse the important methods used to forecast manpower.

Or

(b) Elaborate the advantages of job analysis.

18. (a) Discusses the various methods of internal recruitment.

Or

(b) What is selection test? Explain the important types of tests used to select employees.

19. (a) Enumerate the advantages and disadvantages of on-the-job training.

Or

(b) Explain the important factors that affect performance appraisal?

20. (a) "Industrial relations involves attempt to workable situations between conflicting objectives and values" – Explain.

Or

(b) Explain the requirements for successful worker's participation in management.

