

(FOR THE CANDIDATES ADMITTED  
DURING THE ACADEMIC YEAR 2021 ONLY)

21PSW4A4

REG.NO. :

**N.G.M.COLLEGE (AUTONOMOUS) : POLLACHI**

**END-OF-SEMESTER EXAMINATIONS : MAY - 2023**

**COURSE NAME: M.S.W**

**MAXIMUM MARKS: 70**

**SEMESTER: IV**

**TIME : 3 HOURS**

**HUMAN RESOURCE DEVELOPMENT**

**SECTION - A (10 X 1 = 10 MARKS)**

**ANSWER THE FOLLOWING QUESTIONS.**

**MULTIPLE CHOICE QUESTIONS. K1**

1. HRP refers to \_\_\_\_\_.  
a) Developing employees                      b) Performance Management  
c) Forecasting required HR                  d) Career Planning
2. Off-the job training is given \_\_\_\_\_.  
a. Outside the factory gate                      b. In the classroom  
c. On the working days in the factory                  d. In department
3. \_\_\_\_\_ helps to analyze employees achievements and evaluate his contribution towards the achievements of the overall organizational goal.  
a. Performance appraisal    b. Controlling    c. Directing    d. Relations
4. Succession Planning involves \_\_\_\_\_.  
a) Competency assessment                  b) Identifying right person for a suitable position  
c) Performance appraisal                  d) Job rotation
5. MBO technique was first promoted in 1950s by which of the following management theorist?  
a) PeterDrucker                  b. Karl marx                  c.Webber                  d. Fayol

**ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES. K2**

6. Outline the objectives of HRD.
7. Explain the types of Training.
8. Summarize the need for Performance Appraisal.
9. Outline the importance of Career Planning.
10. Classify the ISO types.

**SECTION – B (5 X 4 = 20 MARKS)**

**ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS. K3**

11. a) Identify the principles in designing HRD system.  
(OR)  
b) Explain the Code of ethics for HRD professionals.
- 12.a) Organize the Principles of training.  
(OR)  
b) Develop the importance of Competency Mapping.

**(CONTD.....2)**

- 13.a) Identify the barriers of Performance Appraisal.  
(OR)  
b) Organize the Objectives of Performance Appraisal.
- 14.a) Explain the Principles of Career Development.  
(OR)  
b) Construct the process of Succession planning.
- 15.a) Develop the need for TQM.  
(OR)  
b) Identify the objectives of Kaizen.

**SECTION - C****(4 X 10 = 40 MARKS)****ANSWER ANY FOUR OUT OF SIX QUESTIONS.****(16<sup>th</sup> QUESTION IS COMPULSORY AND ANSWER ANY THREE QUESTIONS FROM Qn. No : 17 to 21). K4 & K5**

16. Explain the recent scenario of HRD in India.
17. Examine the need and importance of training.
18. Examine the methods of Performance appraisal.
19. Assess the role of HRD in career planning and development of employees.
20. Criticize the importance of Six Sigma.
21. Discuss in detail about the Quality Assurance in HR.

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