

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

END-OF-SEMESTER EXAMINATIONS : NOVEMBER – 2023

M.Com.

MAXIMUM MARKS: 50

III SEMESTER

TIME : 3 HOURS

HUMAN RESOURCE DEVELOPMENT

SECTION – A

(10 X 1 = 10 MARKS)

ANSWER THE FOLLOWING QUESTIONS.

(Objective Questions with four Multiple Choices)

(K1)

1. What is the primary focus of Human Resource Development (HRD)?
 - a) Administrative tasks
 - b) Employee recruitment
 - c) Employee growth and development
 - d) Financial management
2. What is the primary objective of Executive Management Development?
 - a) Maximizing shareholder wealth
 - b) Enhancing the skills and capabilities of managers
 - c) Increasing market share
 - d) Minimizing production costs
3. What is a key feature of Organizational Development?
 - a) Rapid decision-making
 - b) Top-down management style
 - c) Strict hierarchy
 - d) Participative management and decision-making
4. Which of the following is the principal objective of Career Planning?
 - a) To set long-term career goals and strategies
 - b) To find a job quickly
 - c) To work multiple part-time jobs
 - d) To switch careers frequently
5. Which concept focuses on eliminating waste and optimizing production processes?
 - a) Total Quality Management (TQM)
 - b) Just in Time (JIT) / Lean Production
 - c) Business Process Re-engineering (BPR)
 - d) Kaizen

ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES.

(K2)

6. Construct the term Human Resource Development.
7. State the meaning of Executive Management Development.
8. Define Change management.
9. Indicate the meaning of Career Planning.
10. What do you mean by Cross Culture Training?

(CONTD 2)

SECTION – B**(5 X 3 = 15 MARKS)****ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.****(K3)**

11. a) Find out the features of Human Resource Development.

(OR)

b) Compare the Human resource Development and Human Resource Management:

12. a) Construct the techniques of Executive Management Development.

(OR)

b) List the Component of Executive Remuneration.

13. a) Sketch the importance of Organizational Development.

(OR)

b) State the requisites for Successful Change.

14. a) Describe the need for Career Planning.

(OR)

b) Find the requisites for successful Career Development.

15. a) Assess the purpose of Benchmarking.

(OR)

b) Examine the specific HRM areas requiring examination under HR Audit.

SECTION – C**(5 X 5 = 25 MARKS)****ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.****(K4 (Or) K5)**

16. a) Examine the methods of Human Resource Development.

(OR)

b) Criticize the outcomes of Human Resource Development.

17. a) Categorize the importance of Executive Management Development.

(OR)

b) Discuss the problems in Management Development.

18. a) Evaluate the various stages of the OD Process.

(OR)

b) Summarize the measures that can be adopted to overcome resistance by employees.

19. a) Construct the various steps involved the process of career planning.

(OR)

b) Analyze the Merits and Demerits of Career Planning.

20. a) Formulate the principles of Total Quality Management.

(OR)

b) Elucidate the different Methods of Business Process re-engineering.
