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(FOR THE CANDIDATES ADMITTED

SUB CODE **22PSW4A4**

DURING THE ACADEMIC YEAR 2022 ONLY)

REG.NO.

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

**END-OF-SEMESTER EXAMINATIONS : MAY 2024**

**MSW**

**MAXIMUM MARKS: 50**

**SEMESTER : IV**

**TIME : 3 HOURS**

**HUMAN RESOURCE DEVELOPMENT**

**SECTION – A**

**(10 X 1 = 10 MARKS)**

**ANSWER THE FOLLOWING QUESTIONS.**

**(K1)**

1. Human Resource Development is a \_\_\_\_\_ process.
  - a. selective
  - b. intermittent
  - c. continuous
  - d. inter-related
2. The prime objective of the training and human resource development department in a company is based on \_\_\_\_\_.
  - a. individual objective
  - b. organizational objective
  - c. societal objective
  - d. individual, organizational and societal objective
3. \_\_\_\_\_ is the process by which organizations collect information about how well employees are doing their jobs.
  - a. appraisal
  - b. training
  - c. performance appraisal
  - d. test
4. Career planning is a process by which one selects \_\_\_\_\_ goals and the path to these goals.
  - a. long term
  - b. career
  - c. short term
  - d. ultimate
5. Expand TPM \_\_\_\_\_.
  - a. Total Productive Management
  - b. Total Productive Management
  - c. Total Productive Maintenance
  - d. Total Production Management

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

**(K2)**

6. Write the importance of planning in HRM
7. What is the meant by training and development?
8. Expand KRI.
9. Define career planning.
10. What is six sigma?

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

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

11. a) Describe the nature of HRD.  
(OR)  
b) List the code of ethics for HRD professionals.
12. a) Sketch the significance of training and development.  
(OR)  
b) 'Training evaluation identifies the development stage in HRD' - Interpret.
13. a) List the objectives of performance appraisal.  
(OR)  
b) Find the barriers of performance appraisal.
14. a) Outline the objectives of career planning.  
(OR)  
b) Examine the benefits of succession planning
15. a) ISO improves the standard and focuses on implementation and improvement of HRMS – Interpret.  
(OR)  
b) Explain HR outsourcing in detail.

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

16. a) Summarize the principles of HRD.  
(OR)  
b) Discuss HRD strategies.
17. a) Examine the principles to be followed in training and development.  
(OR)  
b) Elaborate the need for training analysis.
18. a) Discuss balance score card system in performance appraisal.  
(OR)  
b) '360 degree performance appraisal is the best method' – Justify with an example.
19. a) Analyse the principles of career development.  
(OR)  
b) 'Role of HRD in career planning is inevitable' - Debate
20. a) 'Quality management system play an important role in the continuing improvement of organizations' – Criticize.  
(OR)  
b) 'Quality assurance means to provide the necessary confidence to the customers as well as to top management' – Prove with examples.