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**(FOR THE CANDIDATES ADMITTED  
DURING THE ACADEMIC YEAR 2022**

**ONLY)**

**SUB CODE** **22PSW4A4**

**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.