

(FOR THE CANDIDATES ADMITTED

23UIB305

DURING THE ACADEMIC YEAR 20 ONLY)

REG.NO. :

N.G.M.COLLEGE (AUTONOMOUS) : POLLACHI
END-OF-SEMESTER EXAMINATIONS : NOVEMBER-2024

BCOM IB

MAXIMUM MARKS: 75

SEMESTER-III

TIME : 3 HOURS

PART - III

23UIB305 –HUMAN RESOURCE MANAGEMENT

SECTION – A

(10 X 1 = 10 MARKS)

ANSWER THE FOLLOWING QUESTIONS.

1. What is a primary objective of Human Resource Development (HRD)?
A) Employee motivation B) Organizational profit
C) Employee skill development D) Customer satisfaction
2. Which of the following is considered an internal factor influencing employee behavior?
A) Company Policies B) Organizational Culture
C) Family Background D) Leadership Style
3. Which of the following is a key element in leadership development?
A) Financial management B) Skill-building
C) Physical fitness D) Public relations
4. Which of the following is a key principle involved in the selection of a training method?
A) Time constraints B) Cost of the method
C) Learner's background D) Availability of resources
5. Which of the following is a recent trend in HRD?
A) Decreasing focus on leadership training
B) Training for trainers and HRD professionals
C) Reducing employee development programs
D) Eliminating succession planning

ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES (Qn. No. 6 - 10)

6. Define Human Resource Development (HRD).
7. What is employee behavior?
8. Write a short note on about Human Resource Accounting (HRA).
9. Define outbound training.
10. Write a note on main goal of succession planning.

(CONT...2)

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

11. a) What is the need for HRD in an organization?(**OR**)
b) Explain the concept of HRD systems.
12. a) What are the key mechanisms of HRD? Explain. (**OR**)
b) Discuss the external factors that influence employee behavior.
13. a) How do values, skills in human relations, and responsiveness contribute to effective HRD?(**OR**)
b) What is the impact of HRD initiatives on the bottom line of an organization?
14. a) What are the main differences between training, education, and development? (**OR**)
b) Explain the principles involved in the selection of training methods.
15. a) Explain the importance of career planning in HRD.(**OR**)
b) Discuss the significance of training for trainers and HRD professionals in recent HRD trends.

SECTION – C**(5 X 8 = 40 MARKS)****ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.(K4 (Or) K5)**

16. a) Discuss the HRD process as explained its significance in organizational success.(**OR**)
b) Explain the HRD at the macro and micro levels and its Differentiate with examples.
17. a) Explain the model of employee behavior and discuss its significance in HRD. (**OR**)
b) Analyze the internal factors influencing employee behavior and provide examples.
18. a) How do HRD initiatives, including leadership development, impact employee loyalty and commitment? Provide examples. (**OR**)
b) Critically assess the role of human resource accounting (HRA) and HR auditing in evaluating the effectiveness of HRD practices.
19. a) Discuss the types of training and their relevance in organizational development.(**OR**)
b) Critically assess how training effectiveness can be evaluated at different levels of an organization, based on the methods.
20. a) Analyze the role of career planning and succession planning in building organizational resilience, with examples. (**OR**)
b) Critically evaluate the need to promote research in HRD and how it impacts the evolution of HRD practices.

Ethical paper
