

(FOR THE CANDIDATES ADMITTED
DURING THE ACADEMIC YEAR 2024-2025 ONLY)

SUBJECT CODE **24PCO3E3**

REG.NO. :

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

END-OF-SEMESTER EXAMINATIONS : NOVEMBER – 2025

M.COM

MAXIMUM MARKS: 75

SEMESTER : III

TIME : 3 HOURS

HUMAN RESOURCE DEVELOPMENT

SECTION – A

(10 X 1 = 10 MARKS)

ANSWER THE FOLLOWING QUESTIONS.

(K1)

1. Which of the following is *not* a feature of Human Resource Management?
 - a) Focus on short-term goals
 - b) Development of employees
 - c) Strategic integration
 - d) Employee empowerment.
2. Which of the following is the main focus of Human Resource Development (HRD)?
 - a) Improving machinery performance
 - b) Training and developing employees
 - c) Reducing operational costs
 - d) Allocating financial resources
3. Which of the following is an example of an on-the-job training method?
 - a) Case study analysis
 - b) Job rotation
 - c) Role-playing
 - d) Management games
4. Kaizen refers to.....
 - a) Large-scale changes
 - b) Continuous small improvements
 - c) Outsourcing work
 - d) Total cost reduction
5. Business Process Reengineering (BPR) involves.....
 - a) Small continuous changes
 - b) Radical redesign of business processes
 - c) Cross-cultural training
 - d) Simple cost reduction

ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES.

(K2)

6. Define Human Resource Development
7. What do you mean by Management Development?
8. Describe Executive Remuneration
9. Discuss the significance of career planning
10. What is meant by Down Sizing?

(CONTD 2)

SECTION – B**(5 X 5 = 25 MARKS)**

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

11. a) Describe the need for HRD in modern organizations. How does it contribute to employee growth and performance?
(OR)
- b) What are the strategic roles of HRM in organizational success?
12. a) What are the main objectives of Management Development?
(OR)
- b) Explain any three on-the-job techniques used in Management Development?
13. a) Define Organizational Development. List and explain any three of its key features.
(OR)
- b) Explain any four common reasons why employees resist change in organizations.
14. a) List any five requisites for successful career planning.
(OR)
- b) Mention any five demerits or limitations of career planning.
15. a) What is Kaizen? Explain how it contributes to continuous improvement in organizations.
(OR)
- b) Explain the concept of Just in Time (JIT) or Lean Production with suitable examples.

SECTION – C**(5 X 8 = 40 MARKS)**

ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.
(K4 (Or) K5)

16. a) Explain the differences between Personnel Management, Human Resource Management, and Human Resource Development with suitable examples.
(OR)
- b) Define Human Resource Development (HRD). Discuss its meaning, features, need, methods, and outcomes in detail.
17. a) What are the various off-the-job training techniques used for Management Development? Explain with examples.
(OR)
- b) What is Executive Remuneration? Discuss its features and how it influences executive performance and retention.
18. a) What are OD interventions? Describe any four commonly used OD intervention techniques.
(OR)
- b) Define Change Management. Discuss the requisites for successful change implementation in an organization.
19. a) Discuss the career planning process in detail. What steps are involved in career development planning?
(OR)
- b) What are the requisites of successful career planning? Suggest ways to overcome the common challenges.
20. a) Discuss the concept of Total Quality Management (TQM). Explain its principles and how it enhances organizational performance.
(OR)
- b) What is Strategic Planning? Discuss its steps and significance in achieving long-term organizational goals.