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## (FOR THE CANDIDATES ADMITTED

**SUBJECT CODE** **21PC03E1**

**DURING THE ACADEMIC YEAR 2021-22 ONLY)**

**REG.NO. :**

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

## **END-OF-SEMESTER EXAMINATIONS : DECEMBER – 2022**

**M.Com.**

**MAXIMUM MARKS: 70**

### III SEMESTER

**TIME : 3 HOURS**

## **HUMAN RESOURCE DEVELOPMENT**

## SECTION - A

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

## **ANSWER THE FOLLOWING QUESTIONS.**

## **MULTIPLE CHOICE QUESTIONS.**

(K1)

1. The human resource function has \_\_\_\_\_ and ethical objectives.
  - a. Finance
  - b. Customer
  - c. Social
  - d. Information
2. The Act provides for equal pay to men and women workers for the same work or work of a similar nature.....
  - a. The Equal Remuneration Act, 1976
  - b. The Minimum Wages Act. 1948
  - c. The Payment of Wages Act, 1936
  - d. The Factory Act, 1948
3. \_\_\_\_\_ is a process to change the culture of an organization to improve performance.
  - a. Change management
  - b. Organisational development
  - c. Systems management
  - d. Executive development
4. \_\_\_\_\_ refers to the future positions a person aims to reach in his career.
  - a. Career counseling
  - b. Career anchors
  - c. Career growth
  - d. Career goals
5. \_\_\_\_\_ verifies whether the HR function has complied with legal regulations and company policies.
  - a. HR audit
  - b. External consultant
  - c. Legal
  - d. Comparative

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

6. Define Human Resource Development.
7. Explain the term executive development.
8. Interpret the meaning of change management.
9. Expand the career planning.
10. Indicate the term bench marking.

(CONTD.....2)

**SECTION – B****(5 x 4 = 20 MARKS)****ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS**

11. a) Discover the needs of human resource development.

(OR)

b) Examine the qualities of an HRD manager.

12. a) List the objectives of executive development.

(OR)

b) Describe the principles of management development.

13. a) Interpret the benefits of organizational development.

(OR)

b) Find the approaches of change management.

14. a) Discuss the process of career planning.

(OR)

b) Explain career development and examine the career development model.

15. a) Discuss the various elements of total quality management.

(OR)

b) List the different scopes of HR audit.

**SECTION – C****ANSWER ANY FOUR OUT OF SIX QUESTIONS****(4 x 10 = 40 MARKS)****(16<sup>th</sup> QUESTION IS COMPULSORY AND ANSWER ANY THREE QUESTIONS)**

16. Experiment with the various objectives of organizational development.

17. Compare the differences between personnel management and human resource management.

18. Determine the various techniques of executive management development.

19. Justify the features of organizational development.

20. Examine the merits and demerits of career planning.

21. Describe the role in the successful implementation of business process re-engineering.

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