

KAMARAJ COLLEGE (Autonomous)

Accredited with A+ Grade by NAAC

(Affiliated to Manonmaniam Sundaranar University, Tirunelveli)

(3 Pages)

Reg. No:

Question Code:26E01015

Course Code : 24PEEC41

PG Degree - End Semester Examinations, April 2026

Fourth Semester

M.A. ECONOMICS

Human Resource Development

(For those who joined in July 2024 onwards)

Time : 3Hours

Maximum : 75 Marks

PART - A (10 × 1 = 10 Marks)

Answer ALL Questions

Choose the correct answer :

- CO:1 1. Human Resource Management is concerned with the
K:1 (a) Development and (b) Control of physical resources
utilization of human
resources
(c) Management of (d) Use of technology only
capital
- CO:1 2. The systems approach to HRM views the organization as
K:2 (a) An independent unit (b) A closed system
(c) A set of interrelated (d) A profit-making machine
parts
- CO:2 3. Human Resource Planning primarily aims at
K:1 (a) Reducing labour cost (b) Ensuring right number of
people at the right time
(c) Increasing production (d) Improving discipline
- CO:2 4. Job description mainly contains information about
K:1 (a) Educational (b) Skills and abilities
qualifications
(c) Duties and (d) Salary structure
responsibilities of a
job
- CO:3 5. Training differs from development because training focuses on
K:1 (a) Future roles (b) Personal growth

- (c) Present job performance (d) Organizational culture
- CO:3 6. Human Resource Development (HRD) emphasizes
K:1 (a) Employee discipline (b) Long-term development of employees
(c) Recruitment efficiency (d) Wage administration
- CO:4 7. Performance appraisal helps management mainly in
K:1 (a) Identifying employee strengths and weaknesses (b) Increasing work pressure
(c) Reducing manpower (d) Avoiding promotions
- CO:4 8. The 360-degree performance appraisal system includes
K:2 feedback from
(a) Only superiors (b) Only peers
(c) Only subordinates (d) Superiors, peers, subordinates, and customers
- CO:5 9. Incentives are payments made to employees to
K:1 (a) Maintain discipline (b) Improve job security
(c) Encourage higher performance (d) Reduce absenteeism
- CO:5 10. Employee grievance refers to
K:2 (a) Conflict between workers (b) Dissatisfaction related to work or workplace
(c) Trade union activities (d) Disciplinary action

PART - B (5 X 5 = 25 Marks)

Answer ALL Questions choosing either (a) or (b).

Answer should not exceed 250 words.

- CO:1 11. (a) Define Human Resource Management and explain its
K:3 importance in modern organizations.

(OR)

(b) Explain the role and responsibilities of an HR manager.

- CO:2 12. (a) Explain Human Resource Planning and its purpose in an
K:3 organization.

(OR)

(b) Describe the sources of recruitment.

CO:3 13. (a) Explain the concept of training and development.

K:4 (OR)

(b) Explain various training methods used in organizations.

CO:4 14. (a) Explain the concept and objectives of performance appraisal.

K:3

(OR)

(b) Explain the limitations and constraints of performance appraisal.

CO:5 15. (a) Explain compensation management and its major elements.

K:4

(OR)

(b) Explain employee grievance and grievance redressal procedure.

PART - C (5 X 8 = 40 Marks)

Answer ALL Questions choosing either (a) or (b).

Answer should not exceed 600 words.

CO:1 16. (a) Trace the evolution of Human Resource Management and explain its changing role in organizations.

K:4

(OR)

(b) Describe the responsibilities of an HR manager in a modern organization.

CO:2 17. (a) Explain Human Resource Planning and discuss its importance for organizational effectiveness.

K:3

(OR)

(b) Explain placement and induction of employees.

CO:3 18. (a) Explain training and development programmes and their importance.

K:6

(OR)

(b) Explain the concept of Human Resource Development (HRD).

CO:4 19. (a) Discuss the 360-degree performance appraisal system.

K:5

(OR)

(b) Explain promotion with reference to its purpose, principles, and types.

CO:5 20. (a) Explain compensation management in detail.

K:3

(OR)

(b) Discuss emerging trends in Human Resource Management.