

(6 pages)

Reg. No. : .....

Code No. : 10402 E Sub. Code : ASEC 41

B.A. (CBCS) DEGREE EXAMINATION,  
NOVEMBER 2022.

Fourth Semester

Economics

Skill Based Subject — HUMAN RESOURCE  
DEVELOPMENT

(For those who joined in July 2020 only)

Time : Three hours Maximum : 75 marks

PART A — (10 × 1 = 10 marks)

Answer ALL questions.

Choose the correct answer :

1. In what way training and development offers a competitive advantage to an organization?
  - (a) It reduces performance deficiencies
  - (b) It ensures employee compliance
  - (c) It increases the supervisor's role
  - (d) None of the above

2. Which of the following is not included in human resource development?
  - (a) Human resource planning
  - (b) Departmentation
  - (c) Recruitment and selection
  - (d) Performance appraisal
3. The human resource planning is done based on \_\_\_\_\_
  - (a) Market condition
  - (b) Financial condition
  - (c) External environment
  - (d) Organizational plan
4. What is the need for human resource planning?
  - (a) for undergoing an effective employee development program
  - (b) to represent a base for recruitment
  - (c) to represent a base for selection policy
  - (d) all of the above

5. The total fertility rate (TFR) is
- The number of children born to the average woman during her reproductive years
  - The number of births in a country divided by total population in a given year
  - The number of woman age 15-45 in a country divided by total population
  - None of the above
6. Which of the following is an important reason for organizing a training program?
- it contributes to the upgrade the knowledge and skill of employees for improved performance
  - it has been highly advertised for better management
  - competitors are using the training to create advantage
  - none of these
7. What is the basic objective of human resource development activities in an organization?
- to improve employee knowledge
  - to improve employee behavior and skills
  - to improve employee productivity
  - all of these

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8. \_\_\_\_\_ is a training method in which the participant trainees are to exact the roles given to them.
- Role playing
  - Apprenticeship
  - Lectures
  - Management games
9. Which of the following is/are considered as the indicator(s) of human development?
- HPI
  - GEM
  - GDI
  - All of the above
10. As per the HDR 2015, in HDI, India ranked
- 137<sup>th</sup>
  - 134<sup>th</sup>
  - 130<sup>th</sup>
  - 127<sup>th</sup>

PART B — (5 × 5 = 25 marks)

Answer ALL questions choosing either (a) or (b).  
Each answer should not exceed 250 words.

11. (a) Write a short note on indicators of HRD.
- Or
- (b) What are the scope of HRD?
12. (a) Explain the importance of man power planning.
- Or
- (b) Explain the nature and features of manpower planning.

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13. (a) Describe population pyramid.

Or

(b) Explain the importance of labour force participation.

14. (a) State the importance of training of employees.

Or

(b) What are the principles of training and development?

15. (a) Explain the importance of health in human development.

Or

(b) Write a short note on GEM.

PART C — (5 × 8 = 40 marks)

Answer ALL questions choosing either (a) or (b).  
Each answer should not exceed 600 words.

16. (a) Examine the nature and objectives of HRD.

Or

(b) Explain the importance and functions of HRD.

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17. (a) Explain the objectives of man power planning.

Or

(b) Examine the process of man power planning.

18. (a) What is meant by supply of human resource? Explain the concept of fertility mortality and population growth.

Or

(b) Discuss the importance of education in the development of human resource.

19. (a) Explain the methods of training.

Or

(b) Discuss the types of promotions.

20. (a) Discuss the components of human development.

Or

(b) Examine the functions and importance of India Human development survey.

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