

(6 pages)

Reg. No. :

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B.A. (CBCS) DEGREE EXAMINATION, APRIL 2024.

Fourth Semester

Economics

Skill Based Subject — HUMAN RESOURCE
DEVELOPMENT

(For those who joined in July 2021-2022)

Time : Three hours

Maximum : 75 marks

PART A — ($10 \times 1 = 10$ marks)

Answer ALL the questions.

Choose the correct answer.

1. Human resource can be viewed as _____ of the people of an organisation.
 - (a) Skill
 - (b) Knowledge
 - (c) Commitment
 - (d) All the above

2. HRD is needed in an organisation because HRD
- (a) improves the capabilities of workers
 - (b) improves team work
 - (c) leads to greater organisational effectiveness
 - (d) all the above
3. Which one of the following is not a part of the process of human resource planning.
- (a) analysing existing HR
 - (b) implementation of HR planning
 - (c) recruitment
 - (d) analysing organisational objectives
4. The first step of HR planning is
- (a) forecasting future HR needs
 - (b) analysing the existing HR
 - (c) implementation of HR planning
 - (d) evaluate and redesign the HR Plan
5. Campus selection is a _____ source of recruitment.
- (a) fresh
 - (b) modern
 - (c) internal
 - (d) external

6. The factors influence the external sources of human resource supply of an organisation is
- (a) population densities within the reach of enterprise
 - (b) local unemployment level
 - (c) local transport and communication facilities
 - (d) all
7. Which of the following is not a method of on the job training?
- (a) apprenticeship
 - (b) job instruction training
 - (c) role play method
 - (d) job rotation
8. _____ is application oriented method of imparting knowledge.
- (a) Education
 - (b) Training
 - (c) Learning
 - (d) None
9. When was the human development index created in India for the first time?
- (a) 1980
 - (b) 1985
 - (c) 1990
 - (d) 1955
10. Which is not a key area of human development.
- (a) access to resources
 - (b) good health
 - (c) education
 - (d) industrial development

PART B — (5 × 5 = 25 marks)

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

Each answer should not exceed 250 words.

11. (a) What are the indicators of human resource development?

Or

- (b) Explain the importance of human resource development.

12. (a) State the objectives of human resource planning.

Or

- (b) Mention the limitations of human resource planning.

13. (a) What do you mean by fertility and mortaring rate.

Or

- (b) Explain the internal sources of manpower supply in an organisation.

14. (a) What are the advantages of performance appraisal?

Or

- (b) What are the advantages of promotion by merit?

19. (a) Describe the methods of performance appraisal.

Or

(b) Explain the various methods of training.

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

Or

(b) Explain the Human Development survey in India.
