

TM244687Y

15-4

Reg. No :

Name :

MASTER'S DEGREE (C.S.S) EXAMINATION, MARCH 2024
2022 ADMISSIONS REGULAR
SEMESTER IV - Psychology
PY4EB02TM - Human Resource Development

Time : 3 Hours

Maximum Weight : 30

Part A

I. Answer any Eight questions. Each question carries 1 weight

(8x1=8)

1. What is meant by professional ethics?
2. What are the merits and demerits of internal sources of recruitment?
3. Elaborate on the merits and demerits of external sources of recruitment.
4. Why should training programs be evaluated?
5. The "career ladder" is often not an accurate description of how people progress through their careers. Explain.
6. What is meant by the mid-career stage?
7. Explain the concept of the "Glass Ceiling" and how it can be countered?
8. What does workers' participation mean?
9. What is organizational counseling?
10. What is a background check and how does it help in the selection process?

Part B

II. Answer any Six questions. Each question carries 2 weight

(6x2=12)

11. How far do you think it is possible to agree with both the 'best fit' and 'best practice' perspectives on HRM? In what ways are they compatible with each other?
12. How do human resource practices help organizations satisfy the needs of their stakeholders?
13. Clarify the need for control and evaluation procedures in recruitment
14. To help employees have a successful career, companies should give challenging work experiences. Justify.
15. Discuss the merits and demerits of promotion by seniority in organizations.
16. What are a few ways to improve the quality of work-life in an organization?
17. How does variable pay for sales work?
18. What is meant by piece rate incentive?

Part C

III. Answer any Two questions. Each question carries 5 weight

(2x5=10)

19. How is HR Forecasting an important activity for growing a business?
20. How are learning and organizational objectives used in the training design and development process?
21. Discuss how Career Development is important in an organization
22. Careers are owned by individuals and the primary responsibility for managing them falls to the individual; organizations have a role in supporting and encouraging this. Justify.

