

MASTER'S DEGREE (C.S.S) EXAMINATION, MARCH 2025
2020, 2022 ADMISSIONS SUPPLEMENTARY
PSYCHOLOGY SEMESTER IV - ELECTIVE COURSE
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. Explain the concept of Job Analysis and its importance.
3. Discuss the importance of placement.
4. What is meant by Management Development Program?
5. Explain career workshops with examples.
6. How does mentoring help in career development?
7. What are the two types of retirement?
8. What do fringe benefits include?
9. What does pay for performance mean?
10. Discuss in brief Dearness Allowance.

Part B**II. Answer any Six questions. Each question carries 2 weight****(6x2=12)**

11. Why is Equal Employment Opportunity important in an organization?
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. Highlight the Off-the-Job Training methods.
15. In today's economy, companies have no responsibility for helping employees learn and grow. Is this statement true or false according to you? Justify your stand.
16. What are various ways of workers' participation?
17. Why is the Employee Assistance Program important?
18. How do case study methods and business games differ?

Part C**III. Answer any Two questions. Each question carries 5 weight****(2x5=10)**

19. Compare and contrast the major sources of recruitment.
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.