

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086
(For candidates admitted from the academic year 2023 – 2024 & thereafter)

M.A. DEGREE EXAMINATION, APRIL 2026
HUMAN RESOURCE MANAGEMENT
SECOND SEMESTER

COURSE : CORE

PAPER : HUMAN RESOURCE DEVELOPMENT

SUBJECT CODE: 23HR/PC/HD24

TIME : 3 HOURS

MAX. MARKS: 100

Q. No.	SECTION A Answer ALL in 50 words. (10 x 2 = 20 marks)	CO	KL
1	Define Human Resource Development (HRD).	CO1	K1
2	State any two objectives of Human Resource Development.	CO1	K1
3	What is meant by HRD interventions?	CO1	K1
4	Define Key Performance Indicators (KPI).	CO1	K1
5	What is a HRD Process Model?	CO1	K1
6	What is Competitive Benchmarking in HRM?	CO2	K2
7	Explain the concept of Human Resource Accounting.	CO2	K2
8	What is meant by HR Effectiveness Index?	CO2	K2
9	Define Management by Objectives (MBO).	CO2	K2
10	What is HR Auditing?	CO2	K2
Q. No.	SECTION B Answer any FOUR questions from each K level not exceeding 600 words. (4 x 10 = 40 marks)	CO	KL
11	Explain the concept, approaches and principles of Human Resource Development.	CO3	K3
12	Describe the HRD process model and explain its relevance in organizations.	CO3	K3
13	Discuss the role of HR metrics and key HR indicators in improving HR effectiveness.	CO3	K3
14	Analyze the importance of training need analysis at individual and organizational levels.	CO4	K4
15	Examine various methods of training and development used in modern organizations.	CO4	K4
16	Analyze Kirkpatrick's model of training evaluation with suitable examples.	CO4	K4
Q. No.	SECTION C Answer any TWO questions from each K level (2 x 20 = 40 marks)	CO	KL
17	Evaluate the role of employee empowerment in enhancing organizational effectiveness.	CO5	K5
18	Assess the ethical issues involved in downsizing and managing a diverse workforce.	CO5	K5
19.	Design a comprehensive training and development action plan for a mid-sized organization.	CO5	K6
20	Case Study: A manufacturing company is facing low employee morale, high attrition and poor performance. As an HRD consultant, suggest suitable HRD interventions and employee empowerment strategies to address the issue.	CO5	K6