

01252

**MASTER OF ARTS (PSYCHOLOGY)**

**Term-End Examination**

**December, 2017**

**MPCE-032 : HUMAN RESOURCE DEVELOPMENT**

*Time : 2 hours*

*Maximum Marks : 50*

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*Note : All sections are compulsory. Marks are shown against each section.*

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**SECTION - A**

**Note :** Answer any two of the following questions  
in about 450 words each : **2x10=20**

1. Discuss the activities and principles of management. **2+8**
  
2. What is the value of diversity in organisations ? **2+8**  
Discuss the various approaches of managing diversity.
  
3. Explain the various cognitive methods of training and development. **10**
  
4. Discuss the different types and issues related to Intellectual Property Rights. **6+4**

**SECTION - B**

**Note :** Answer **any four** of the following questions  
in about **250** words each : **4x6=24**

5. Discuss the various strategies of effective time management. **6**
6. Describe the new trends in International HRM and the future role of HR professionals. **2+4**
7. Explain work place bullying and describe the types of work place bullying. **3+3**
8. Explain the concept of Human Rights Violation. Describe the strategies for prevention of human rights violation. **2+4**
9. Briefly discuss the various methods of performance appraisal. **6**

**SECTION - C**

**Note :** Write brief notes on **any two** of the following  
in about **100** words each : **2x3=6**

10. Relationship between HR strategy and Business strategy. **3**
11. Objectives of HRM. **3**
12. Minimum Wages Act (1948). **3**



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**SECTION - A**

**Note :** Answer any two of the following questions in about 450 words each : 2x10=20

1. Discuss the different dilemmas faced by the HR head. 10
2. What are the characteristics of a multicultural organisation? Identify the stages involved in the creation of a multicultural organisation. 5+5
3. Define Corporate Social Responsibility (CSR). Describe the types of CSR and highlight its significance for society. 3+7
4. Describe the effects of work place violence. Discuss the strategies for prevention of work place violence. 4+6

**SECTION - B**

**Note :** Answer any four of the following questions in about 250 words each : **4x6=24**

5. Discuss the Big Five Personality traits and other important personality traits that can influence behaviour in organisations. 3+3
6. Discuss any two behavioural methods of training and development. 3+3
7. Explain all the basic fundamental human rights of the citizens of India. 6
8. Elucidate the various strategies for retention of employees. 6
9. Discuss the concept and strategies of Human Resource Development. 2+4

**SECTION - C**

**Note :** Write brief notes on any two of the following in about 100 words each : **2x3=6**

10. Talent Inventory. 3
11. Reasons for the emergence of diversity in organisation. 3
12. Core Conventions of the International Labour Organisation. 3

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**SECTION - A**

Answer **any two** of the following questions in  
about **500 words** each : **2x10=20**

1. Describe the various employee choice plans for attracting good candidates. 10
2. Discuss any one technique and method of Training and Development. 10
3. Define Performance Appraisal. Describe the modern methods of performance appraisal. 2+8
4. Discuss the diversity and apprenticeship training. 5+5

## SECTION - B

Answer **any four** of the following questions in about **300 words** each : **4x6=24**

5. Discuss the different types of dysfunction behaviours in organisations and explain the methods to overcome them. **4+2**
  
6. Discuss the various techniques for effective time management. **6**
  
7. Explain the Principles of Management as suggested by Fayol. **6**
  
8. Define Strategic HRM(SHRM). Discuss any two theoretical perspectives of SHRM. **2+4**
  
9. Explain the concept of Intellectual Property rights. Discuss its objectives. **2+4**

## SECTION - C

Write short notes on **any two** of the following in about **100 words** each : **2x3=6**

10. Corporate social responsibility **3**
  
11. Trade Union Act (1926) **3**
  
12. Aims of HR Planning **3**

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**SECTION - A**

Answer **any two** of the following questions in  
about **450** words each : **2x10=20**

1. Describe how HR is integrated into strategic planning. **10**
  
2. Explain the different laws related to human rights in India. **10**
  
3. Describe Human Resource Development (HRD). **3+7**  
Discuss the various strategies of HRD.
  
4. Discuss the importance of managing diversity in organisations. Describe the organisational approaches towards managing diversity. **3+7**

**SECTION - B**

Answer **any four** of the following questions in about **250** words each : **4x6=24**

5. Explain the Big Five Personality traits. 6
6. What are the different ways of preventing and stopping work place violence ? 6
7. Explain the characteristics multicultural organisations. 6
8. Describe globalization. Discuss the role of HRM in the changing environment. 2+4
9. Discuss the relevance and types of Corporate Social Responsibility. 6

**SECTION - C**

Write short notes on **any two** of the following in about **100** words each : **2x3=6**

10. Talent Inventory 3
11. Bench marking HR practices 3
12. Work place harassment 3





No. of Printed Pages : 3

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**SECTION A**

*Answer any two of the following questions in about 500 words each :*

*2×10=20*

1. Define Human Resource Planning. Discuss forecasting workforce supply and demand. 3+7
2. Explain in detail the need for training and development. 10
3. Discuss the types of workplace bullying and sexual harassment in the workplace. 6+4
4. Define Human Resource Development. Discuss the various strategies of Human Resource Development. 2+8

**SECTION B**

Answer any **four** of the following questions in about  
300 words each :

4×6=24

5. Explain Apprenticeship training. 6
6. Describe the principles of management. 6
7. Discuss the assessment of training needs. 6
8. Discuss the Industrial Disputes Act, 1947. 6
9. Elucidate the various strategies for retention of employees. 6

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**SECTION C**

Write short notes on any **two** of the following in about 100 words each : 2×3=6

10. Voice Training 3

11. Globalisation 3

12. Right to Freedom and Right to Freedom of Religion 3

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**MASTER OF ARTS (PSYCHOLOGY)**

**Term-End Examination**

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**June, 2015**

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*Maximum Marks : 50*

**Note : All sections are compulsory.**

**SECTION A**

*Answer any two of the following questions in about*

*500 words each :*

*2×10=20*

1. Discuss the significance of attitude and perception in an organization. 5+5
2. Discuss the various individual and organizational approaches to managing diversity. 10
3. Define Intellectual Property Rights. Discuss the types of Intellectual Property Rights. 3+7
4. What do you understand by the term Corporate Social Responsibility ? Describe the types of Corporate Social Responsibility. 4+6

## SECTION B

Answer any **four** of the following questions in about  
300 words each :

4×6=24

5. Discuss any two theoretical perspectives of Strategic HRM. 6
6. Explain cross-cultural training. 6
7. Describe the functions of Human Resource Management. 6
8. Examine the Minimum Wages Act (1948). 6
9. Discuss the significance of business strategy for HR leaders. 6

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**SECTION C**

Write short notes on any **two** of the following in about 100 words each :

2×3=6

- |   |   |
|---|---|
| 10. Sub-contracting                                 | 3 |
| 11. Four elements of management identified by Brech | 3 |
| 12. Right to Equality                               | 3 |
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**M.A. IN PSYCHOLOGY (MAPC)**

**Term-End Examination**

**December, 2014**

**MPCE-032 : HUMAN RESOURCE  
DEVELOPMENT**

*Time : 2 hours*

*Maximum Marks : 50*

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**Note :** Attempt *any five* questions in all. Each question is to be answered in about **500** words. All questions carry *equal* marks.

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1. What is the relevance of 'talent inventory' in Human Resource (HR) planning ? Discuss the process of workforce forecast. 5+5
  
2. Discuss the major aspects of transformation of HR staff and structure. How are HR practices benchmarked ? 5+5
  
3. Explain the different short term programmes enhancing the competency levels of the employees. 10
  
4. Write brief notes on the following : 5+5  
(about **250** words each)  
(a) Six sigma interventions in HR professions  
(b) Limitations of HR planning

5. Discuss any two techniques and methods of Training and Development. 10
  6. Define workforce diversity. Discuss the approaches to manage a diverse workforce. 2+8
  7. Explain the different characteristics and stages of a multicultural organisation. 10
  8. Write brief notes on the following : 5+5  
(about 250 words each)
    - (a) Categories of industry under Indian labour laws.
    - (b) Workmen's compensation act (1923).
  9. Describe work place harassment and discuss its consequences. 10
  10. Explain some of the strategies of human resource development. Describe the characteristics of an effective counsellor in the corporate sector. 5+5
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**M.A. IN PSYCHOLOGY (MAPC)**

**01112 Term-End Examination**

**June, 2014**

**MPCE-032 : HUMAN RESOURCE DEVELOPMENT**

*Time : 2 hours*

*Maximum Marks : 50*

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**Note :** Attempt any **five** questions. All questions carry equal marks. Answer each question in not more than 500 words.

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1. Discuss the different levels of Human Resource (HR) planning and the relationship between HR strategy and business strategy. 5+5
2. Describe the big five personality traits. What are the other personality traits which significantly influence human behaviour in organisations ? 5+5
3. Explain the various 'employee choice plans' for recruitment of the best fit candidates. 10
4. Write brief notes on the following in about 250 words each : 5+5
  - (a) Time management
  - (b) Principles of management
5. Discuss the relevance and advantages of training and development in organisations. 10

6. What are the dimensions of a diversified workforce ? Discuss the reasons for the emergence of diversity. 3+7
7. What are the different driving factors that have led to globalisation ? Explain the competencies required of an HR manager in this context. 6+4
8. Write brief notes on the following in about 250 words each : 5+5
- (a) Types of Intellectual Property Rights
  - (b) Minimum Wages Act, 1948
9. Define 'workplace discrimination'. Discuss the different laws related to workplace violence and discrimination. 2+8
10. Explain the different methods and benefits of performance appraisal system. 10
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**M.A. IN PSYCHOLOGY (MAPC)**

**Term-End Examination**

**December, 2013**

**MPCE-032 : HUMAN RESOURCE  
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*Time : 2 hours*

*Maximum Marks : 50*

**Note :** Attempt *any five* questions. Each question is to be answered in about **500** words. All questions carry equal marks.

1. Discuss the importance of talent inventory and work force forecast in HR planning. **10**
2. What are the different ways of bench marking the HR practices ? Elucidate the factors that affect the behaviour of people in organization. **2+8=10**
3. What are the different short term training programmes used in HR planning ? Describe the meaning and significance of ' Assertiveness' training and ' Interpersonal ' training in organization. **5+5=10**
4. Write short notes on the following : **5+5=10**
  - (a) Big five personality traits
  - (b) Creativity in organization

5. A boss always came late in the department and was always angry on his subordinates. If you were given an opportunity to control his attitude, what would you do help him to manage his time and anger as well ? **10**
6. What are the different behavioural methods used for training the employees of an organisation ? **10**
7. Discuss critically the multicultural organisation focussing on the characteristic features and stages of creating such an organization ? **10**
8. Discuss the various methods of Performance Appraisal in an organisation. **10**
9. What do you understand by the term ' work place discrimination' ? What are the different laws against work place violence and harrassment ? **3+7=10**
10. Write short notes on **any two** of the following in about **250** words each : **5+5=10**
- (a) Competency Mapping
  - (b) Corporate Counselling
  - (c) Human Rights
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**M.A. IN PSYCHOLOGY (MAPC)**

**Term-End Examination**

**June, 2013**

**MPCE-032 : HUMAN RESOURCE  
DEVELOPMENT**

*Time : 2 hours*

*Maximum Marks : 50*

*Note : Attempt **any five** questions. Each question is to be answered in about **500** words. All questions carry equal marks.*

1. Discuss strategic business and work force plans as essential part of HR planning. 10
2. Define strategic HRM. Explain the various theoretical models or approaches that have been developed to explain the significance of strategic HRM in organization ? 2+8=10
3. What are the different types of work place behaviour ? Explain the different methods with the help of which the dysfunctional behaviour of the employees can be overcome ? 5+5=10
4. Write short notes on the following : 5+5=10
  - (a) Self esteem and self efficacy
  - (b) Perception in organization

5. You have been appointed as an HR manager in a newly upcoming company. Discuss the essential roles and functions needed for the progress and upliftment of the company. 10
6. What are the different cognitive methods used for training the employees of an organization ? 10
7. Discuss the factors contributing to globalization. 10
8. What are the different strategies used in employee retention ? Discuss their significance. 10
9. What is the distinctive feature of Indian labour laws ? What are the different labour acts which delimits the power of Indian labour ? 3+7=10
10. Write short notes on **any two** of the following :  
(a) International HRM and global HRM 5+5=10  
(b) Intellectual Property Rights  
(c) Human rights violation



**M.A. IN PSYCHOLOGY (MAPC)**

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**December, 2012**

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*Maximum Marks : 50*

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**Note :** *Attempt any five questions in all. Each question is to be answered in about 500 words. All questions carry equal marks.*

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1. Explain the concept of internal and external work force. Also point out the paradoxes of work force. 5+5=10
2. Explain how HR can be integrated in to strategic planning. 10
3. What are the different types of work place behaviour? Describe the methods which can help in overcoming dysfunctional work place behaviour. 5+5=10
4. Explain the principles of management stated by Fayol. 10

5. Write short notes on *any two* of the following : 5+5=10
- (a) Key elements of developing HRM.
  - (b) Types of Benchmarking in HR practices.
  - (c) Anger management.
6. Discuss the different functions of an HR manager. 10
7. What are the different dilemmas that are faced by HR head due to globalization? 10
8. Write short notes on *any two* of the following :
- (a) Indian Labour Laws. 5+5=10
  - (b) Work place Bullying
  - (c) Strategies to prevent human rights violation.
9. What is the meaning of work place violence ?  
What are the different types of work place violence? Give suitable examples. 2+8=10
10. What are the different types and significance of corporate social responsibility ? 10
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**M.A. IN PSYCHOLOGY (MAPC)**

**Term-End Examination**

**June, 2012**

**MPCE-032 : HUMAN RESOURCE  
DEVELOPMENT**

*Time : 2 hours*

*Maximum Marks : 50*

*Note : Attempt any five questions in all. Each question is to be answered in about 500 words. All questions carry equal marks.*

1. Explain the different levels of Human Resource Planning. What is the relationship between HR strategy and business strategy ? 5+5=10
2. What are the effective ways of managing people in an organization ? 10
3. Describe the different factors that should be kept in mind while recruiting employees. 10
4. Explain the different short term programmes of human resource planning. 10
5. Write short notes on *any two* of the following :
  - (a) Locus of control and self efficacy 5+5=10
  - (b) Big five personality traits
  - (c) Time management

6. What are the different needs and implications of training and development in an organization? 10
7. Why do you think, managing a diverse work force is a challenging task for an organization? Explain this with reference to the various characteristics and dimensions of work force diversity. 10
8. Write short notes on *any two* of the following :  
(a) Indian Patent Act 5+5=10  
(b) Work place discrimination  
(c) Modern methods of performance appraisal
9. What are the different laws related to human rights in India? 10
10. As an HR manager, what are the steps that you would follow in designing an HRD strategy? 10
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