

**R1790**

**Sub. Code**

**24MHR1C1**

**M.A. DEGREE EXAMINATION, NOVEMBER – 2024**

**First Semester**

**Human Resource Development**

**FUNDAMENTALS OF PSYCHOLOGY**

**(CBCS – 2024 onwards)**

Time : 3 Hours

Maximum : 75 Marks

**Part A**

(10 × 1 = 10)

Answer **all** the objective questions by choosing the correct option.

1. Where does the word “Psychology” come from? (CO1, K2)  
(a) Italian (b) Greek  
(c) Latin (d) None of the above
2. Psychology is a (CO1, K2)  
(a) Biological Science (b) Physical Science  
(c) Social Science (d) Natural Science
3. An Example of External factor of attention is (CO2, K2)  
(a) Memory (b) Forgetting  
(c) Competitive spirit (d) Interest
4. The minimum value of a stimulus required to activate a given sensation is called (CO2, K2)  
(a) Stimulation (b) Difference Limen  
(c) Sensation (d) Absolute Limen

5. \_\_\_\_\_ refers to conflict, encounter and dispute in OCTAPAC culture. (CO3, K3)
- (a) Confrontation (b) Openness  
(c) Trust (d) Autonomy
6. Severe intellectual disability corresponds to IQ Range. (CO3, K3)
- (a) 0-20 (b) 20-35  
(c) 35-60 (d) 50-70
7. Individuals with a strong desire to achieve a challenging goal have a strong need for (CO4, K2)
- (a) Power (b) Affiliation  
(c) Achievement (d) Recognition
8. Which one of the following characteristics is part of the definition of a group? (CO4, K2)
- (a) Unstable relationship  
(b) Personal accountability  
(c) Interdependent effect  
(d) Independent effect
9. Which of the following is a cross-national database that contained information on how values shape and political outcomes. (CO5, K5)
- (a) World values survey (WVS)  
(b) Cultural values survey  
(c) Cultural values assessment  
(d) American values survey.
10. The program “Fear Not” which originated in Europe is useful in confronting issues of (CO5, K5)
- (a) Bullying  
(b) Child abuse  
(c) Child maltreatment  
(d) Instrumental aggression

**Part B**

(5 × 5 = 25)

Answer **all** the questions not more than 500 words each.

11. (a) Outline : Application of Psychology to society and social problems. (CO1, K2)

Or

- (b) Relate the methods in Psychology. (CO1, K2)

12. (a) Distinguish between personality and motivation. (CO2, K2)

Or

- (b) Examine the Heredity and Environment. (CO2, K2)

13. (a) Interpret the Positive communication style. (CO3, K3)

Or

- (b) Construct the developing social intelligence. (CO3, K3)

14. (a) Outline Decision making by groups. (CO4, K2)

Or

- (b) Summarise : Group conflict. (CO4, K2)

15. (a) Assess cooperation and helping. (CO5, K5)

Or

- (b) Illustrate prevention and control of aggression. (CO5, K5)

**Part C**

(5 × 8 = 40)

Answer **all** the questions not more than 1000 words each.

16. (a) Explain : Survey method. (CO1, K2)

Or

- (b) Detailed the clinical and case method. (CO1, K2)

17. (a) Distinguish between Attention and perception. (CO2, K2)

Or

- (b) Examine the role of sensory processes and human behavior. (CO2, K2)

18. (a) Interpret the Time Management. (CO3, K3)

Or

- (b) Construct the regulating emotions in interpersonal relationships. (CO3, K3)

19. (a) Outline leadership. (CO4, K2)

Or

- (b) Summarise : Nature of Group formation. (CO4, K2)

20. (a) Assess pro-social behavior. (CO5, K5)

Or

- (b) Illustrate situational and social learning Approaches. (CO5, K5)

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<b>Sub. Code</b>
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<b>24MHR1C2</b>
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**M.A. DEGREE EXAMINATION, NOVEMBER – 2024**

**First Semester**

**HUMAN RESOURCE DEVELOPMENT**

**(CBCS – 2024 onwards)**

Time : 3 Hours

Maximum : 75 Marks

**Part A**

(10 × 1 = 10)

Answer **all** the following objective questions by choosing the correct option.

1. \_\_\_\_\_ is a process of developing skills, competencies and knowledge of employees. (CO1, K2)
  - (a) Human relations management
  - (b) Human resource development
  - (c) Human resource accounting
  - (d) Human resource planning
  
2. \_\_\_\_\_ is a method of training wherein employees are transferred from one job to another. (CO1, K2)
  - (a) counseling                      (b) simulation
  - (c) job rotation                      (d) case study
  
3. \_\_\_\_\_ is a tool for evaluating the personal activities of the organization. (CO2, K2)
  - (a) HR audit                      (b) HR activities
  - (c) HR function                      (d) HR climate

4. Learning undertaken for the development of skills either on the job or off the job to enable effective performance in given role is called. (CO2, K2)
- (a) coaching (b) education  
(c) training (d) mentoring
5. Industrial relations are plant community life-said to (CO3, K3)
- (a) Rober over (b) Daly Yadav  
(c) Peter Ducker (d) Fredrick Taylor
6. Which of the following HRD process helps to determine the gap between capabilities of the current employee and what they are required to do? (CO3, K2)
- (a) HRD design (b) HRD implementation  
(c) HRD evaluation (d) HRD needs assessment
7. Which of the following competencies are needed by all HRD professionals to build trust? (CO4, K2)
- (a) personal  
(b) interpersonal  
(c) business/management  
(d) None of the above
8. In technique of counselling, the counsellor and counselee both are jointly responsible for solving issues. (CO4, K2)
- (a) Directive (b) Non-directive  
(c) Participative (d) None of these
9. Which of the following competency demonstrates the adaptability of HRD professionals? (CO5, K5)
- (a) Personal  
(b) Interpersonal  
(c) Business/management  
(d) None of these

10. Which theory of HRD captures the core aspects of developing human resources and the socio-technical interplay of human and systems? (CO5, K5)
- (a) system theory
  - (b) physiological theory
  - (c) psychological theory
  - (d) economic theory

**Part B**

(5 × 5 = 25)

Answer **all** questions not more than 500 words each.

11. (a) Outline : HRD mechanism. (CO1, K2)
- Or
- (b) Relate the challenges in HRD. (CO1, K2)
12. (a) Distinguish between HRD audit and culture. (CO2, K2)
- Or
- (b) Examine the assessing need for HRD. (CO2, K2)
13. (a) Interpret the assessment and development centre. (CO3, K3)
- Or
- (b) Construct the role of trade unions. (CO3, K3)
14. (a) Outline coaching and mentoring. (CO4, K2)
- Or
- (b) Summarise : Balance score card. (CO4, K2)
15. (a) Assess HRD practices in government organization. (CO5, K5)
- Or
- (b) Illustrate HRD practices in manufacturing industries. (CO5, K5)

**Part C**

(5 × 8 = 40)

Answer **all** the questions not more than 1000 words each.

16. (a) Explain roles and competencies of HRD professionals. (CO1, K2)

Or

- (b) Detailed the HRD interventions. (CO1, K2)

17. (a) Designing and developing effective HRD programs. Elucidate. (CO2, K2)

Or

- (b) Examine the HRD culture and climate. (CO2, K2)

18. (a) Interpret the industrial relations and HRD. (CO3, K3)

Or

- (b) Construct the intellectual capital and HRD. (CO3, K3)

19. (a) Outline competency mapping. (CO4, K2)

Or

- (b) Summarize integrating HRD with technology. (CO4, K2)

20. (a) Assess HRD practices in service sector. (CO5, K5)

Or

- (b) Illustrate international experience in HRD. (CO5, K5)



**R1792**

**Sub. Code**  
**24MHR1C3**

**M.A. DEGREE EXAMINATION, NOVEMBER – 2024**

**First Semester**

**Human Resource Development**

**ORGANISATIONAL BEHAVIOUR**

**(CBCS – 2024 onwards)**

Time : 3 Hours

Maximum : 75 Marks

**Part A**

(10 × 1 = 10)

Answer **all** the objective questions by choosing the correct option.

1. “ \_\_\_\_\_ are social inventions for accomplishing goals through group efforts” (CO1, K2)  
(a) Management      (b) Organization  
(c) Leadership      (d) Behaviour
2. A study of human behaviour in organizational setting is (CO1, K2)  
(a) Individual behaviour  
(b) Group behaviour  
(c) Organizational behaviour  
(d) None of these
3. “Hawthorne experiment” which was a real beginning of applied research in OB was conducted by (CO2, K2)  
(a) Elton Mayo      (b) Henry Fayol  
(c) F. W. Taylor      (d) Max Weber

4. Extension of behaviour modification into organization is called (CO2, K2)
- (a) Enrichment (b) Enlargement  
(c) OB Mod (d) OB Ext
5. People with which type of personality trait commonly make poor decision because they make them too fast? (CO3, K3)
- (a) Type As (b) Type Bs  
(c) Self-monitors (d) Extroverts
6. Which of the following OB topics is not central to managing employees fear about terrorism? (CO3, K3)
- (a) Emotion (b) Motivation  
(c) Communication (d) Work design
7. The subject of organization culture has been most influenced by which behavioural science discipline? (CO4, K2)
- (a) Anthropology (b) Psychology  
(c) Social psychology (d) Political science
8. \_\_\_\_\_ is discretionary behaviour that is not part of an employee's formal job requirement, but the promotes the effectives functioning of the organization. (CO4, K2)
- (a) Productivity (b) Motivation  
(c) Organization (d) Citizenship
9. \_\_\_\_\_ is the attractiveness of the member towards the group or resistance to leave it. (CO5, K5)
- (a) Group norms  
(b) Group behaviour  
(c) Group cohesiveness  
(d) Group structure

10. Managerial orientation of “Collegial Model” of OB is (CO5, K5)
- (a) Authority (b) Money  
(c) Support (d) Teamwork

**Part B** (5 × 5 = 25)

Answer **all** the question not more than 500 words each.

11. (a) Outline: Organisational Behaviour. (CO1, K2)

Or

- (b) What are the approaches and model in OB. (CO1, K2)

12. (a) Discuss: Organisational climate. (CO2, K2)

Or

- (b) Apply Hawthorne Experiments in OB. (CO2, K2)

13. (a) Interpret the complexity and variability. (CO3, K3)

Or

- (b) Construct the theories of motivation. (CO3, K3)

14. (a) Outline Job satisfaction and work behaviour. (CO4, K2)

Or

- (b) Summarise: Conflict Management. (CO4, K2)

15. (a) Assess Team building concept. (CO5, K5)

Or

- (b) Illustrate Self Identify in Social context. (CO5, K5)

**Part C**

(5 × 8 = 40)

Answer **all** the questions not more than 1000 words each.

16. (a) Define five anchors of Organisational Behaviour.  
(CO1, K2)

Or

- (b) Delineate the historical development of OB.  
(CO1, K2)

17. (a) Elucidate: Global Scenario of OB. (CO2, K2)

Or

- (b) Elaborate : Organisational Climate. (CO2, K2)

18. (a) Recall an instance: Technology and People.  
(CO3, K3)

Or

- (b) Elaborate Stress, Fatigue and Monotony. (CO3, K3)

19. (a) Outline the Work Place Emotion. (CO4, K2)

Or

- (b) Differentiate Attitudes and Ethics. (CO4, K2)

20. (a) Assess Team Skills. (CO5, K5)

Or

- (b) Illustrate Interpersonal Relationship. (CO5, K5)

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**R1793**

**Sub. Code**

**24MHR1E1**

**M.A DEGREE EXAMINATION, NOVEMBER – 2024**

**First Semester**

**Human Resource Development**

**Elective: LIFE SKILLS**

**(CBCS – 2024 onwards)**

Time : 3 Hours

Maximum : 75 Marks

**Part A**

(10 × 1 = 10)

Answer **all** the objective questions  
by choosing the correct option.

1. \_\_\_\_\_ is a term used to describe a set of basic skills acquired through learning (CO1, K2)  
(a) Life skills (b) Vocational skills  
(c) Literacy skills (d) None of the above
2. The values of life skills are (CO1, K2)  
(a) Aware of their rights and responsibilities  
(b) Concerned about the welfare of others.  
(c) Capable of having an influence on the world.  
(d) All the above.
3. \_\_\_\_\_ is defined the feeling or pity and sorrow for someone else misfortune. (CO2, K2)  
(a) Empathy (b) Sympathy  
(c) Values (d) Courtesy

4. \_\_\_\_\_ thinking enables us to analyses and experiences (CO2, K2)
- (a) Critical (b) Creative
- (c) Positive (d) Negative
5. Johari window was developed by (CO3, K3)
- (a) Joseph Luft (b) Joe Luft and Hrry Ingham
- (c) Anita Kelly (d) None of the above.
6. Which is a division of Johari Window? (CO3, K3)
- (a) Public area and Hidden Area.
- (b) Unknown area and Blind Area.
- (c) Both (a) and (b)
- (d) None of the above.
7. Which of the following is not included in the core life skills listed by the UNICEF, UNESCO and WHO? (CO4, K2)
- (a) Problem solving
- (b) Critical thinking
- (c) Effective communication skills
- (d) Critical care.
8. What is the important consequence of self thinking? (CO4, K2)
- (a) Planning
- (b) Decision making and self control
- (c) Introspection
- (d) All of the above.

9. Coping is defined as a \_\_\_\_\_. (CO5, K5)
- (a) Horizontal course of masonry projecting from the face of the wall.
  - (b) Horizontal moulded projection provided per the top of a building.
  - (c) Covering placed on the exposed top of an external wall.
  - (d) Triangular shaped portion of masonry at the end of a sloped roof.
10. \_\_\_\_\_ Stress acts parallel to the plane (CO5, K5)
- (a) Bending                      (b) Tensile
  - (c) Compressive              (d) Shear.

**Part B** (5 × 5 = 25)

Answer **all** the questions not more than 500 words each.

11. (a) Outline: Importance of Life skills (CO1, K2)
- Or
- (b) Relate the Life skills training. (CO1, K2)
12. (a) Discuss: Hamburg Declaration (CO2, K2)
- Or
- (b) Examine Dakar Framework (CO2, K2)
13. (a) Interpret the Johari Window (CO3, K3)
- Or
- (b) Constant the Effective communication and its barriers. (CO3, K3)
14. (a) Outline creative and critical thinking (CO4, K2)
- Or
- (b) Summarise: Problem solving technique (CO4, K2)
15. (a) Assess coping skills (CO4, K2)
- Or
- (b) Illustrate coping with stress (CO5, K5)

**Part C**

(5 × 8 = 40)

Answer **all** the questions not more than 1000 word each.

16. (a) Explain: Life skills Training. (CO1, K2)

Or

- (b) Detailed the Life skills based education (CO1, K2)

17. (a) Elucidate: UN INTER AGENCY MEETINGS  
(CO2, K2)

Or

- (b) Examine the life skills education in the India context  
(CO2, K2)

18. (a) Interpret the SWOT Analysis (CO3, K3)

Or

- (b) What are the factors affecting relationships  
(CO3, K3)

19. (a) Outline decision making and its consequences  
(CO4, K2)

Or

- (b) Summarise : Goal settings (CO4, K2)

20. (a) Assess coping with emotions (CO5, K5)

Or

- (b) Illustrate stressors and source of stress (CO5, K5)



<b>R1794</b>
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<b>Sub. Code</b>
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<b>24MHR1E3</b>
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**M.A. DEGREE EXAMINATION, NOVEMBER – 2024**

**First Semester**

**Human Resource Development**

**Elective : ORGANISATIONAL COUNSELLING**

**(CBCS – 2024 onwards)**

Time : 3 Hours

Maximum : 75 Marks

**Part A**

(10 × 1 = 10)

Answer **all** the following objective questions by choosing the correct option.

1. Guidance can be called a process because (CO1, K2)
  - (a) One defines problems, identifies choices, sets goals and makes plans to reach that goal
  - (b) It helps every individual
  - (c) It is a continuous process
  - (d) It is a voluntary process
2. In which stage of Ginsberg's theory of vocational choice, the individual will develop personal values and begin to zero in on his optimal career choice. (CO1, K2)
  - (a) Fantasy stage
  - (b) Interest stage
  - (c) Tentative choice stage
  - (d) Realistic choice stage

3. E. G. Williamson was the chief proponent of (CO2, K2)
- (a) Directive Counselling
  - (b) Non-Directive Counselling
  - (c) Electic Counselling
  - (d) Directive and Non-Directive Counselling
4. Ethics and values in counseling are based on principles that protect (CO2, K2)
- (a) Client
  - (b) Counsellor
  - (c) Both (a) and (b)
  - (d) None of the above
5. \_\_\_\_\_ is a talking therapy that involves a trained therapist listening to you and helping you find ways to deal with emotional issues. (CO3, K3)
- (a) Approach
  - (b) Projection
  - (c) Counselling
  - (d) Mis. Perception
6. \_\_\_\_\_ provides a supportive environment to help the client identify. (CO3, K3)
- (a) Counsellor
  - (b) Counselle
  - (c) Therapist
  - (d) None of the above
7. \_\_\_\_\_ is the result of insufficient response to demand that may occur throughout the life span and result in impaired functioning, distress, and/or poor health. (CO4, K2)
- (a) Ill - Health
  - (b) Maladjustment
  - (c) Drug
  - (d) None of the above
8. Sex Harassment of women at Workplace Act (CO4, K2)
- (a) 2012
  - (b) 2021
  - (c) 2014
  - (d) 2013

9. What does the 2 in LGBTQ 2 mean? (CO4, K2)
- (a) Two – spirits (b) Two – Questioning
- (c) Both (a) and (b) (d) None of the above
10. \_\_\_\_\_ a form of therapy that provides employees with a safe space to discuss personal and professional issues that may be affecting their performance at work. (CO5, K5)
- (a) Home Counselling
- (b) Workplace counselling
- (c) Support Counselling
- (d) Team Counselling

**Part B** (5 × 5 = 25)

Answer **all** the questions not more than 500 words each.

11. (a) Explain in full: Counselling and its process. (CO1, K2)
- Or
- (b) Differentiate: Counselling and Guidance. (CO1, K2)
12. (a) Discuss: Behavioural Approach. (CO2, K2)
- Or
- (b) Elaborate : The Eclectic Model of Counseling. (CO2, K2)
13. (a) Interpret the counselling relationship. (CO3, K3)
- Or
- (b) Construct the counselling therapies. (CO3, K3)
14. (a) Outline the common problems in the workplace. (CO4, K2)
- Or
- (b) Summarise: the problem faced by LGBTQ Employees. (CO4, K2)

15. (a) Assess Counselling in work place. (CO5, K5)

Or

(b) Illustrate role of counselor in industries. (CO5, K5)

**Part C** (5 × 8 = 40)

Answer **all** the questions not more than 1000 words each.

16. (a) What are the approaches of counselling? (CO1, K2)

Or

(b) Delineate the evolution of counselling. (CO1, K2)

17. (a) Discuss the Carl Roger's client centered Theory.  
(CO2, K2)

Or

(b) Elaborate: Cognitive Behaviour Therapy. (CO2, K2)

18. (a) Recall: Counselling Therapies. (CO3, K3)

Or

(b) Differentiate: Individual and Group Counselling.  
(CO3, K3)

19. (a) Outline the Impact of Absenteeism. (CO4, K2)

Or

(b) Elaborate the Occupational Diseases. (CO4, K2)

20. (a) Explain in counselling skills for Managers.(CO5, K5)

Or

(b) Illustrate counselling in Manufacturing Companies.  
(CO5, K5)