

R3528

Sub. Code

24MHR3C1

M.A. DEGREE EXAMINATION, NOVEMBER – 2025

Third Semester

Human Resource Development

RESEARCH METHODOLOGY

(CBCS – 2024 onwards)

Time : 3 Hours

Maximum : 75 Marks

Part A

(10 × 1 = 10)

Answer **all** the following objective type questions by choosing the correct answer.

1. Which of the following is NOT a characteristic of a good researcher? (CO1, K2)
 - (a) Perseverance
 - (b) Subjectivity
 - (c) Analytical Mind
 - (d) Curiosity

2. A hypothesis that indicates a direction of the expected relationship between variables is known as a: (CO1, K2)
 - (a) Null Hypothesis
 - (b) Statistical Hypothesis
 - (c) Directional Hypothesis
 - (d) Complex Hypothesis

3. Which research design is primarily used to establish a cause-and-effect relationship between variables? (CO2, K2)
- (a) Exploratory Design
 - (b) Descriptive Design
 - (c) Experimental Design
 - (d) Diagnostic Design
4. A questionnaire where the respondent's identity is recorded is known as a: (CO2, K2)
- (a) Structured Questionnaire
 - (b) Unstructured Questionnaire
 - (c) Disguised Questionnaire
 - (d) Non-disguised Questionnaire
5. Which level of measurement allows for a true zero point and meaningful ratios? (CO3, K3)
- (a) Nominal Scale (b) Ordinal Scale
 - (c) Interval Scale (d) Ratio Scale
6. A sampling technique where the researcher uses their own judgment to select sample members who are most advantageous to the study is known as: (CO3, K3)
- (a) Simple Random Sampling
 - (b) Quota Sampling
 - (c) Judgmental or Purposive Sampling
 - (d) Systematic Sampling

7. Which of the following is the primary objective of tabulation? (CO4, K2)
- (a) To collect raw data
 - (b) To present data in a concise and logical manner for easy understanding and analysis
 - (c) To draw conclusions from the data
 - (d) To code the data
8. A pie diagram is most appropriately used to represent: (CO4, K2)
- (a) Time series data
 - (b) Frequency distribution of a continuous variable
 - (c) The components of a whole
 - (d) Correlation between two variables
9. Which measure of central tendency is most affected by the presence of extreme values or outliers in a dataset? (CO5, K5)
- (a) Median
 - (b) Mode
 - (c) Mean
 - (d) All are equally affected
10. A non-parametric test is most appropriate when: (CO5, K5)
- (a) The data is normally distributed
 - (b) The sample size is very large
 - (c) The data is on an interval or ratio scale
 - (d) The assumptions of parametric tests are violated

Part B

(5 × 5 = 25)

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

11. (a) Explain the various sources from which a researcher can identify a potential research problem. Provide a brief example for each source. (CO1, K2)

Or

- (b) Elaborate on the key functions of a literature review in the research process. (CO1, K2)

12. (a) Explain the key differences between observation and interview as methods of primary data collection. Highlight one major advantage and one limitation of each. (CO2, K2)

Or

- (b) Elaborate on the essential characteristics of a well-designed questionnaire. (CO2, K2)

13. (a) Explain the key differences between probability and non-probability sampling techniques. List two methods under each category. (CO3, K3)

Or

- (b) Elaborate on the concepts of reliability and validity in the context of research scales. How are they important? (CO3, K3)

14. (a) Explain the process of coding in statistical data processing. What are its key objectives? (CO4, K2)

Or

- (b) Elaborate on the significance and major limitations of using diagrams and graphs for data presentation. (CO4, K2)

15. (a) Explain the three main measures of central tendency-Mean, Median, and Mode. Highlight one key advantage of each. (CO5, K5)

Or

- (b) Elaborate on the key qualities that an ideal measure of dispersion should possess. (CO5, K5)

Part C

(5 × 8 = 40)

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

16. (a) Discuss the nature, scope, and objectives of research in the context of business and management studies. (CO1, K2)

Or

- (b) Analyze the significance of a pilot study in the research process. What are the common problems a researcher might face during the formulation of a research problem? (CO1, K2)

17. (a) Discuss the various types of research design. Explain the situation in which each type is most appropriately used. (CO2, K2)

Or

- (b) Analyze the advantages and disadvantages of using secondary data for research. Also, express your views on the critical factors a researcher must consider before using secondary data. (CO2, K2)

18. (a) Discuss the four fundamental levels of measurement scales (Nominal, Ordinal, Interval, Ratio) with suitable examples. Analyze which statistical techniques are appropriate for each level. (CO3, K3)

Or

- (b) Analyze the advantages and disadvantages of any two probability sampling methods and any two non-probability sampling methods. (CO3, K3)
19. (a) Express which technique you would prefer for a nationwide study on consumer preferences and justify your choice. (CO4, K2)

Or

- (b) Analyze the characteristics and scope of statistics in social research. Express your views on its importance for a researcher studying a social issue like literacy. (CO4, K2)
20. (a) Discuss the concepts of parametric and non-parametric tests of significance. Analyze the situations where a researcher would choose a non-parametric test over a parametric one, providing examples of each type of test. (CO5, K5)

Or

- (b) Explain the role of software in modern social research. Express the utility of any two specific software packages. (e.g., SPSS, R, Python, Excel). (CO5, K5)
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R3529

Sub. Code

24MHR3C2

M.A. DEGREE EXAMINATION, NOVEMBER – 2025

Third Semester

Human Resource Development

CORPORATE SOCIAL RESPONSIBILITY

(CBCS – 2024 onwards)

Time : 3 Hours

Maximum : 75 Marks

Part A

(10 × 1 = 10)

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

1. Which CSR approach involves minimal compliance with legal requirements and focuses on avoiding negative publicity? (CO1, K2)
 - (a) Obstructionist Approach
 - (b) Defensive Approach
 - (c) Accommodative Approach
 - (d) Proactive Approach

2. What is the primary purpose of an Environmental Audit in CSR? (CO1, K2)
 - (a) To assess financial performance
 - (b) To evaluate compliance with environmental laws
 - (c) To measure employee satisfaction
 - (d) To analyze customer feedback

3. Under Clause 135 of the Companies Act, 2013, which companies are mandated to form a CSR Committee?
(CO2, K2)
- (a) All registered companies
 - (b) Companies with a net worth of Rs. 500 crore or more
 - (c) Companies with a profit of Rs. 5 crore or more in the previous financial year
 - (d) Public sector undertakings only
4. What is the minimum percentage of net profit that eligible companies must spend on CSR activities as per the Companies Act, 2013?
(CO2, K2)
- (a) 1%
 - (b) 2%
 - (c) 3%
 - (d) 5%
5. Which framework is known as the “Protect, Respect, Remedy” approach to business and human rights?
(CO3, K3)
- (a) OECD Guidelines for Multinational Enterprises
 - (b) UN Global Compact Principles
 - (c) UN Guiding Principles on Business and Human Rights
 - (d) ILO Tripartite Declaration
6. The LBG (London Benchmarking Group) Model is primarily used for
(CO3, K3)
- (a) Measuring corporate financial performance
 - (b) Assessing and reporting corporate community investment
 - (c) Certifying labor standards in supply chains
 - (d) Evaluating environmental sustainability

7. Which of the following is characterized by intimate, face-to-face associations and cooperation? (CO4, K2)
- (a) Secondary group (b) Reference group
(c) Primary group (d) Formal group
8. The hierarchical arrangement of individuals into social classes is known as (CO4, K2)
- (a) Social mobility (b) Social stratification
(c) Social change (d) Social process
9. Which Article of the Indian Constitution guarantees 'Right to Equality'? (CO5, K5)
- (a) Article 14-18 (b) Article 19-22
(c) Article 23-24 (d) Article 25-28
10. The term 'Scheduled Tribes' in India refers to: (CO5, K5)
- (a) Economically backward classes
(b) Indigenous tribal communities recognized by the Constitution
(c) Religious minority groups
(d) Urban poor populations

Part B

(5 × 5 = 25)

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

11. (a) Define the four types of CSR responsibilities (Legal, Ethical, Economic, Discretionary) and provide an example for each. (CO1, K2)

Or

- (b) Discuss the benefits of Corporate Social Responsibility (CSR) for businesses and society. (CO1, K2)

12. (a) Define the key components of CSR Policy as per the Companies Act, 2013, and explain the role of the CSR committee in its implementation. (CO2, K2)

Or

- (b) Discuss the concept of “Eligible CSR Spend” under Indian law, mentioning at least three permissible areas where CSR funds can be utilized. (CO2, K2)

13. (a) Define the SA8000 Standard and explain its significance in ensuring social accountability in businesses. (CO3, K3)

Or

- (b) Discuss the three pillars of the UN Guiding Principles on Business and Human Rights and their for corporate responsibility. (CO3, K3)

14. (a) Define social institutions and discuss any two major functions they perform in society. (CO4, K2)

Or

- (b) Explain the difference between primary and secondary social groups with suitable examples. (CO4, K2)

15. (a) Define distributive justice and explain its significance in the Indian context with two examples. (CO5, K5)

Or

- (b) Discuss any three characteristic features of modern urban society in India. (CO5, K5)

Part C

(5 × 8 = 40)

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

16. (a) Explain the different approaches to CSR (Obstructionist, Defensive, Accommodative, Proactive) with real-world examples for each. (CO1,K2)

Or

- (b) Critically evaluate the role of stakeholder audits (Safety, Environmental, and Stakeholder) in ensuring effective CSR implementation. (CO1, K2)

17. (a) Explain the provisions of CSR under the Companies Act, 2013, including the criteria for applicability, CSR Committee formation, and compliance requirements. Critically analyze whether this mandate has improved corporate accountability in India. (CO2,K2)

Or

- (b) Discuss the challenges faced by Small and Medium Enterprises (SMEs) in implementing CSR activities compared to large corporations. Suggest measures to enhance CSR participation among SMEs. (CO2, K2)

18. (a) Critically evaluate the effectiveness of the OECD Guidelines for Multinational Enterprises in promoting responsible business conduct. Provide examples of their implementation challenges. (CO3,K3)

Or

- (b) Explain the key principles of the UN Global Compact and analyze how they align with other international CSR frameworks such as the ILO Tripartite Declaration and SA8000. (CO3,K3)

19. (a) Discuss the various sources of business ethics and analyze how they influence corporate decision-making. (CO4, K2)

Or

- (b) Critically evaluate the major theories of social change and their relevance in understanding contemporary societal transformations. (C04,K2)
20. (a) Critically analyze the constitutional provisions for weaker sections in India, examining their effectiveness in ensuring social justice. (CO5,K5)

Or

- (b) Explain the key differences between rural, tribal and urban societies in India, highlighting their unique social structures and challenges. (CO5, K5)
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R3530

Sub. Code

24MHR3C3

M.A. DEGREE EXAMINATION, NOVEMBER – 2025

Third Semester

Human Resource Development

LABOUR LAWS

(CBCS – 2024 onwards)

Time : 3 Hours

Maximum : 75 Marks

Part A

(10 × 1 = 10)

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

1. The Minimum Wages Act, 1948 is primarily aimed at:
(CO1, K2)
 - (a) Maximizing corporate profits
 - (b) Preventing exploitation of labor by paying below-subsistence wages
 - (c) Fixing a uniform wage for all industries
 - (d) Replacing collective bargaining

2. Which legislation in India specifically governs the health, safety, and welfare of workers in factories? (CO1, K2)
 - (a) The Industrial Disputes Act, 1947
 - (b) The Minimum Wages Act, 1948
 - (c) The Factories Act, 1948
 - (d) The Payment of Wages Act, 1936

3. Under which Act is the term 'Factory' primarily defined?
(CO2, K2)
- (a) The Industrial Disputes Act, 1947
 - (b) The Minimum Wages Act, 1948
 - (c) The Factories Act, 1948
 - (d) The Payment of Wages Act, 1936
4. Which legislation provides for the payment of compensation to a workman for an injury sustained during the course of employment?
(CO2, K2)
- (a) The Trade Unions Act, 1926
 - (b) The Payment of Wages Act, 1936
 - (c) The Workmen's Compensation Act, 1923
 - (d) The Minimum Wages Act, 1948
5. What is the minimum eligibility period for an employee to be entitled to payment of gratuity under The Payment of Gratuity Act, 1972?
(CO3, K3)
- (a) 4 years of continuous service
 - (b) 3 years of continuous service
 - (c) 5 years of continuous service
 - (d) 1 year of continuous service
6. Under the Employees Provident Funds & Miscellaneous Provisions Act, 1952, what is the current statutory rate of contribution paid by the employer towards the Employee Provident Fund (EPF) account of the employee? (CO3, K3)
- (a) 10% of basic wages
 - (b) 12% of gross salary
 - (c) 12% of basic wages + dearness allowance + retaining allowance
 - (d) 8.33% of basic wages

7. The Industrial Employment (Standing Orders) Act, 1946 applies to every industrial establishment employing:
(CO4, K2)
- (a) 10 or more workmen
 - (b) 100 or more workmen
 - (c) 50 or more workmen
 - (d) 20 or more workmen
8. Under which Act is the “Crèche” facility mandated for establishments employing a certain number of women?
(CO4, K2)
- (a) The Equal Remuneration Act, 1976
 - (b) The Factories Act, 1948
 - (c) The Maternity Benefit Act, 1961
 - (d) The Industrial Disputes Act, 1947
9. The Child and Adolescent Labor (Prohibition and Regulation) Act, 1986 prohibits the employment of a child in any occupation. What is the legal definition of a “child” under this Act?
(CO5, K5)
- (a) below 12 years
 - (b) below 18 years
 - (c) below 14 years
 - (d) below 16 years
10. Which Act is the primary legislation governing the conditions of work and employment in shops, commercial establishments, and restaurants in Tamil Nadu?
(CO5, K5)
- (a) The Factories Act, 1948
 - (b) The Contract Labor (Regulation & Abolition) Act, 1970
 - (c) The Tamil Nadu Shops and Establishments Act, 1947
 - (d) The Right to Information Act, 2005

Part B

(5 × 5 = 25)

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

11. (a) Explain the key objectives and significance of the payment of wages act, 1936. How does it ensure timely and full payment of wages to employees?
(CO1, K2)

Or

- (b) Analyze the role of the 'appropriate government' as defined under the minimum wages act, 1948. What are the different methods it can employ for fixing and revising minimum wages?
(CO1, K2)

12. (a) Explain the concept of 'occupier' as defined under the factories act, 1948. What are the key duties and responsibilities imposed on an occupier for ensuring safety in a factory?
(CO2, K2)

Or

- (b) Analyze the procedure for the registration and cancellation of registration of a trade union under the trade unions act, 1926. Why is registration important for a union?
(CO2, K2)

13. (a) Explain the formula for calculating the 'allocable surplus' under the payment of bonus act, 1965. What is the significance of this concept in determining the bonus payable to employees?
(CO3, K3)

Or

- (b) Analyze the conditions under which an employer can make a deduction from the bonus payable to an employee, as per the payment of bonus act, 1965. provide examples of such permissible deductions.
(CO3, K3)

14. (a) Explain the procedure for certification of standing orders under the industrial employment (standing orders) act, 1946. What is the objective of having certified standing orders in an industrial establishment? (CO4, K2)

Or

- (b) Analyze the key provisions of the apprentices act, 1961 regarding the obligations of an employer, what are the specific responsibilities an employer must fulfill when engaging apprentices? (CO4, K2)
15. (a) Explain the crucial distinction between the 'prohibition' and 'regulation' aspects of the child and adolescent labour (prohibition and regulation) act. provide one example of each. (CO5, K5)

Or

- (b) Analyze the role of a 'principal employer' under the contract labour (regulation & abolition) act, 1970. (CO5, K5)

Part C

(5 × 8 = 40)

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

16. (a) Elaborate on the provisions related to 'health, safety, and welfare' as mandated under the factories act, 1948. Discuss with examples how these provisions contribute to creating a safe working environment. (CO1, K2)

Or

- (b) Discuss the evolution of legal provisions relating to wages in India. How have laws like the payment of wages act (1936), minimum wages act (1948), and the more recent code on wages (2019) attempted to address the changing nature of work and worker exploitation? (CO1, K2)

17. (a) Elaborate on the provisions related to the 'right to strike' and 'lockout' under the industrial disputes act, 1947. (CO2, K2)

Or

- (b) Discuss, with reference to a relevant case law, the legal conditions and restrictions governing these tools. (CO2, K2)
18. (a) Discuss the objective and applicability of the minimum wages act, 1948. (CO3, K3)

Or

- (b) Elaborate on the constitutional validity and social justice perspective of the payment of bonus act, 1965. Discuss how the act, through its provisions for minimum and maximum bonus, seeks to balance the interests of both employees and employers. (CO3, K3)
19. (a) Critically evaluate the role of the employees' provident fund organization (EPFO) as a retirement savings vehicle. (CO4, K2)

Or

- (b) Elaborate on the significance of the sexual harassment of women at workplace (prevention, prohibition and redressal) act, 2013. (CO4, K2)
20. (a) Elaborate on the constitutional and legal framework for the prohibition of child labor in India. (CO5, K5)

Or

- (b) Discuss the major challenges in the application of central labor laws within special economic zones in India. (CO5, K5)

R3531

Sub. Code

24MHR3E1

M.A. DEGREE EXAMINATION, NOVEMBER – 2025

Third Semester

Human Resource Development

Elective – LEADERSHIP 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. Who is primarily responsible for maintaining stability, implementing processes, and ensuring efficiency in achieving current objectives? (CO1, K2)
(a) Leader (b) Innovator
(c) Manager (d) Entrepreneur
2. Which type of power is derived from an individual's formal position, title, and authority within an organization's hierarchy? (CO1, K2)
(a) Referent Power
(b) Expert Power
(c) Legitimate Power
(d) Reward Power

3. The Situational Leadership® Model by Hersey and Blanchard is based on adapting one's style to the follower's level of what? (CO2, K2)
- (a) Tenure and Salary
 - (b) Commitment and Competence
 - (c) Education and Experience
 - (d) Motivation and Seniority
4. According to Fiedler's Contingency Model, which type of leadership style is more effective in situations that are either very favorable or very unfavorable? (CO2, K2)
- (a) Relationship-Oriented
 - (b) Task-Oriented
 - (c) Participative
 - (d) Transformational
5. In Lewin's 3-Step Change Model, what is the intermediate step where new values, behaviors, and systems are implemented? (CO3, K3)
- (a) Unfreezing
 - (b) Changing
 - (c) Refreezing
 - (d) Transforming
6. Which of the following is an example of an internal force for change in an organization? (CO3, K3)
- (a) New government regulations
 - (b) A shift in market trends
 - (c) Low employee morale
 - (d) Actions of a competitor

7. Appreciative Inquiry (AI), a positive approach to Organizational Development, focuses primarily on:
(CO4, K2)
- (a) Identifying and fixing weaknesses
 - (b) Analyzing past failures to avoid future mistakes
 - (c) Discovering and leveraging an organization's strengths and potentials
 - (d) Implementing strict performance monitoring systems
8. According to the concept of a Learning Organization, "Mental Models" refers to:
(CO4, K2)
- (a) The physical layout of the office space
 - (b) Deeply ingrained assumptions and generalizations that influence how we understand the world
 - (c) Advanced computer simulations for market prediction
 - (d) The organizational chart and reporting structure
9. Which emerging leadership concept emphasizes a leader's responsibility to act with transparency, honesty, and ethical behavior for the benefit of all stakeholders?
(CO5, K5)
- (a) Laissez-Faire Leadership
 - (b) Ethical Leadership
 - (c) Autocratic Leadership
 - (d) Bureaucratic Leadership

10. The technique of “World Café,” a type of Large Group Intervention, is primarily designed to: (CO5, K5)
- (a) Facilitate intimate, conversational rounds to explore key questions and foster collective insight
 - (b) Conduct individual performance appraisals
 - (c) Centralize decision-making with senior executives
 - (d) Audit financial statements for discrepancies

Part B

(5 × 5 = 25)

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

11. (a) Explain the key differences between Transformational Leadership and Transactional Leadership styles with suitable examples. (CO1, K2)

Or

- (b) Elaborate on the concept of ‘Reward Power’ as a source of a leader’s influence. How is it different from ‘Coercive Power’? (CO1, K2)

12. (a) Explain the ‘Impoverished Management’ (1,1) and ‘Authority-Compliance Management’ (9,1) styles on Blake and Mouton’s Leadership Grid®. Discuss the likely impact of each on a team. (CO2, K2)

Or

- (b) Elaborate on the ‘Delegating’ (S4) style in the Hersey-Blanchard Situational Leadership Model. Specify the leadership style and the corresponding development level of followers for which it is appropriate. (CO2, K2)

13. (a) Explain Kurt Lewin's 3-Step Change Model, detailing the objectives and key actions required in each stage. (CO3, K3)

Or

- (b) Elaborate on any three common reasons why employees resist organizational change, providing an example for each. (CO3, K3)

14. (a) Explain the core values and ethical principles that underpin the practice of Organizational Development (OD). (CO4, K2)

Or

- (b) Elaborate on Peter Senge's concept of 'Team Learning' as a key discipline of a Learning Organization. (CO4, K2)

15. (a) Explain the concept and the four core phases (the 4-D Cycle) of the Appreciative Inquiry (AI) model. (CO5, K5)

Or

- (b) Elaborate on how the technique of 'World Café' fosters collaborative dialogue and shared meaning-making in large groups, contrasting it with a traditional lecture-style meeting. (CO5, K5)

Part C

(5 × 8 = 40)

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

16. (a) Discuss the statement: "Not all leaders are managers, and not all managers are leaders". Differentiate between the roles based on their primary functions and provide a real-world example of each scenario. (CO1, K2)

Or

- (b) Analyze the concept of “Cultural Intelligence” (CQ) as a critical competency for global leadership. Discuss its key dimensions and provide an example of how high CQ can facilitate a successful international business negotiation. (CO1, K2)
17. (a) Analyze how Fiedler’s Contingency Model and the Normative Decision Model differ in their guidance to leaders for adapting to situational factors. (CO2, K2)

Or

- (b) Choose either Fiedler’s Contingency Model or the Normative Decision Model. Express your view on its practical utility for a manager, considering both its strengths and a major limitation. (CO2, K2)
18. (a) Discuss the psychological and operational impacts of ‘Resistance to Change’ within organizations. Analyze the strategies leaders can employ to effectively address and manage this resistance. (CO3, K3)

Or

- (b) Analyze the differences between planned change (e.g., using a formal model) and emergent change (opportunistic and unstructured). Which approach is more suitable for a rapidly changing, volatile industry and why? (CO3, K3)
19. (a) Discuss the critical importance of ‘Stakeholder Analysis’ and ‘Engagement’ in the success of an Organizational Development (OD) initiative. Analyze what can happen if this step is neglected. (CO4, K2)

Or

- (b) Analyze a scenario where a traditional, hierarchical organization would benefit from adopting a “Learning Organization” philosophy to improve innovation and adaptability. (CO4, K2)
20. (a) Critically analyze the growing importance of “Sustainability” and “Corporate Social Responsibility (CSR)” as key drivers for modern Organizational Development efforts. Discuss how OD practices must evolve to integrate these goals. (CO5, K5)

Or

- (b) Discuss the opportunities and challenges presented by using data analytics and people analytics to diagnose organizational issues and measure the impact of OD interventions. What ethical considerations must a change agent be aware of? (CO5, K5)
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R3532

Sub. Code

24MHR3E3

M.A. DEGREE EXAMINATION, NOVEMBER – 2025

Third Semester

Human Resource Development

Elective – KNOWLEDGE AND TALENT MANAGEMENT

(CBCS – 2024 onwards)

Time : 3 Hours

Maximum : 75 Marks

Part A

(10 × 1 = 10)

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

1. What is the primary goal of Knowledge Management (KM)? (CO1, K2)
 - (a) Reducing employee salaries
 - (b) Capturing, sharing, and effectively using organizational knowledge
 - (c) Increasing paperwork
 - (d) Limiting communication between departments

2. Which of the following best defines 'Knowledge Culture'? (CO1, K2)
 - (a) A culture focused only on financial gains
 - (b) An environment that encourages knowledge sharing and learning
 - (c) A system that discourages innovation
 - (d) A policy of restricting information access

3. What is the primary objective of talent management? (CO2, K2)
- (a) Reducing employee benefits
 - (b) Attracting, developing, and retaining skilled employees
 - (c) Increasing working hours
 - (d) Cutting down training costs
4. Which of the following is a key factor affecting employee retention? (CO2, K2)
- (a) Office decor
 - (b) Job satisfaction and career growth
 - (c) Number of holidays
 - (d) Company's location
5. What is the primary purpose of the 360-degree feedback process in talent management? (CO3, K3)
- (a) To evaluate only technical skills
 - (b) To replace annual performance reviews completely
 - (c) To reduce employee salaries
 - (d) To provide a holistic review from peers, subordinates, and supervisor
6. Which of the following is a key strategy for managing stress in the workplace? (CO3, K3)
- (a) Increasing workload without breaks
 - (b) Encouraging work-life balance
 - (c) Avoiding communication with employees
 - (d) Ignoring employee concerns

7. Which sector in India experiences annual attrition rates of 30-45%? (CO4, K2)
- (a) Healthcare
 - (b) Information Technology (IT) and Business Process Outsourcing (BPO)
 - (c) Manufacturing
 - (d) Retail
8. What is a key factor in retaining top talent in Indian organizations? (CO4, K2)
- (a) Strict work policies
 - (b) Intrinsic rewards and work engagement
 - (c) Frequent job rotations
 - (d) Mandatory overtime
9. What is the primary focus of career development from an individual perspective? (CO5, K5)
- (a) Organizational profit
 - (b) Personal growth and job satisfaction
 - (c) Reducing training costs
 - (d) Increasing workload
10. Why is career development valuable for an organization? (CO5, K5)
- (a) It increase employee turnover
 - (b) It enhance employee skills and retention
 - (c) It reduces job satisfaction
 - (d) It limits promotions

Part B

(5 × 5 = 25)

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

11. (a) Explain the 5Ps of Strategic Knowledge Management. (CO1, K2)

Or

- (b) Discuss the importance of Knowledge Management in modern organizations. (CO1, K2)

12. (a) Explain the concept of “Talent Drain” and its impact on organizations. (CO2, K2)

Or

- (b) Discuss the importance of talent identification in the talent management framework. (CO2, K2)

13. (a) Explain the importance of talent management in an organization. (CO3, K3)

Or

- (b) Discuss the 360-degree feedback process and its benefits in talent management. (CO3, K3)

14. (a) Explain the role of intrinsic rewards in talent retention in Indian organizations. (CO4, K2)

Or

- (b) Discuss the impact of internal mobility on employee retention in India. (CO4, K2)

15. (a) Explain the difference between career development and employee development. (CO5, K5)

Or

- (b) Elaborate on the importance of career management from an organizational perspective. (CO5, K5)

Part C (5 × 8 = 40)

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

16. (a) Elaborate on the different models of Strategic Knowledge Management with examples. (CO1, K2)

Or

- (b) Analyze the challenges in implementing Knowledge Management in organizations and suggest solutions. (CO1, K2)

17. (a) Analyze the causes and costs of labor turnover in an organization. Suggest strategies to reduce it. (CO2, K2)

Or

- (b) Elaborate on the retention strategies that organizations can adopt to minimize talent drain. (CO2, K2)

18. (a) Elaborate on the different conflict management techniques and their effectiveness in the workplace. (CO3, K3)

Or

- (b) Analyze the criteria for effective talent management and its impact on organizational success. (CO3, K3)

19. (a) Analyze the challenges and future trends in talent management for Indian industries. (CO4, K2)

Or

- (b) Elaborate on how talent management processes can foster a culture of excellence in Indian firms. (CO4, K2)

20. (a) Discuss the individual vs. organizational perspective in career management. (CO5, K5)

Or

- (b) Analyze how career development adds value to an organization. (CO5, K5)
