

St. Clare College

Autonomous, Bengaluru

PG END SEMESTER EXAMINATION-JAN/FEB 2026

MSW: III SEMESTER

MSWDSHR 3325: HUMAN RESOURCE MANAGEMENT

TIME: 3 hours.

MAX. MARKS: 70

This paper contains TWO printed pages and THREE parts

Instructions:

1. Verify and ensure that the question paper is completely printed.
2. Any discrepancies or questions about the exam paper must be reported to the COE within 1 hour after the examination.
3. Students must check the course title and course code before answering the questions.

PART-A

Answer FOUR questions out of SIX. Each answer carries FIVE marks.

[5x4 = 20]

1. State and explain the sources of recruitment.
2. Distinguish between a Job description and a Job specification.
3. Write the importance of human resource planning.
4. Briefly explain the steps in the selection process.
5. Elaborate on the roles and competencies required for an HRD Professional to address organizational needs effectively.
6. Explain HRD instruments.

PART-B

Answer any TWO questions out of THREE. Each answer carries TEN marks.

[10x2=20]

7. Explain the factors considered during the fixation of salary.
8. Write short notes on any three of the following:
 - (a) 360 Degree Appraisal,
 - (b) Role of Trade Unions in HRD

Roll No:
Date:



(c) Objectives of Coaching,

(d) Succession Planning

(e) Career Planning

9. Discuss the role of training and development in HRD. How can organizations design effective training programs that align with both individual and organizational goals?

PART-C

Answer any TWO questions out of THREE. Each answer carries FIFTEEN marks [15X2=30]

10. How should an HR Manager handle Workplace Harassment?

11. Explain in detail the strategies that can be used in an organization to maintain a healthy work-life balance.

12. Discuss the different types of training in HRD.