

(AUTONOMOUS)
PGDHRM DEGREE EXAMINATION MAY 2026
(First Semester)

Branch: **DIPLOMA IN HUMAN RESOURCE MANAGMENT**

INDUSTRIAL RELATIONS AND EMPLOYEE WELFARE

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer **ALL** questions

ALL questions carry **EQUAL** marks

(10 × 1 = 10)

Module No.	Question No.	Question	K Level	CO
1	1	The relationship between Employer, employee and trade union and government is called as a) Trade unionism b) Industrial relation c) Employee relations d) Employer relations	K1	CO1
	2	The first trade union in the world is a) INTUC b) CITU c) AITUC d) Mechanics trade union societies	K2	CO1
2	3	Identify the year that the trade union act enacted in India a) 1918 b)1940 c)1926 d) 1930	K1	CO1
	4	The difference of opinion between the employer and employee and TU is called Industrial dispute is known as a) Industrial dispute b) conflict c) problem d) decision making	K2	CO1
3	5	Collective bargaining is known as a) employer and employee they sit together and discuss and solve b) employer and employer they sit together and discuss and solve c) employee and employee they sit together and discuss and solve d) employer and employees they sit together and discuss and solve	K1	CO1
	6	WPM is known as a) workers progress in management b) workers program in management c) workers participation in management d) workers process in management	K2	CO2
4	7	Employee welfare is called a) statute scheme b) employer's contribution c) facilities provided by employer to the employees d) both contribution	K1	CO2

Cont...

	8	employee a) Clean water b) Rest room c) pollution d) transport	K2	CO2
5	9	Maternity benefit is known as a) The leave given for the pregnant employee with salary is called as b) health care leave c) medical leave d) employee welfare	K1	CO2
	10	Employer State Insurance is known as a) compulsory for employers b) compulsory for employees c) social security measures d) addition benefit	K2	CO2

SECTION - B (35 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks (5 × 7 = 35)

Module No.	Question No.	Question	K Level	CO
1	11.a.	Explore the role of ILO in Industrial relations.	K3	CO3
		(OR)		
	11.b.	Describe the TU in the liberalization era.		
2	12.a.	Illustrate the types of strikes.	K3	CO3
		(OR)		
	12.b.	Demonstrate the Industrial peace.		
3	13.a.	Explore the process grievance redressal mechanism.	K3	CO3
		(OR)		
	13.b.	Illustrate the concept employee empowerment.		
4	14.a.	Explain the philosophy of employee welfare.	K4	CO4
		(OR)		
	14.b.	Identify the casus of accidents in the industrial premises.		
5	15.a.	Explain the importance of industrial health and hygiene.	K4	CO4
		(OR)		
	15.b.	Analyze the concept of EPF.		

SECTION -C (30 Marks)

Answer ANY THREE questions

ALL questions carry EQUAL Marks (3 × 10 = 30)

Module No.	Question No.	Question	K Level	CO
1	16	Discuss the evolution of IR in India.	K5	CO4
2	17	Explain the functions of TU.	K5	CO4
3	18	Summarize the disciplinary procedure.	K5	CO5
4	19	Explain the statutory and non statutory welfare measures.	K6	CO5
5	20	Describe the employee's health promotions in the industrial premises.	K6	CO5

Z-Z-Z END

LABOUR LEGISLATIONS

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(10 × 1 = 10)

Module No.	Question No.	Question	K Level	CO
1	1	Under the Inter State Migrant Workmen Act, 1979, migrant workmen must be provided----- a) Paid leave only b) Displacement allowance and passbook c) Free education d) Stock options	K1	CO1
	2	Which act ensures minimum working conditions for contract labour? a) Factories Act b) Industrial Disputes Act c) Contract Labour (Regulation and Abolition) Act d) Payment of Bonus Act	K2	CO1
2	3	The Sexual Harassment of Women at Workplace Act, 2013 mandates the formation of which committee in every organization with 10 or more employees _____ a) Grievance Committee b) Safety Committee c) Internal Complaints Committee (ICC) d) Women's Welfare Committee	K1	CO2
	4	The main focus of the Shops and Establishments Act, 1947 is _____ a) Regulating factories b) Mining safety c) Codifying working conditions in shops, restaurants, and commercial establishments d) Regulating transport workers	K2	CO2
3	5	The Mines Act, 1952 mandates welfare provisions primarily for _____ a) Miners employed underground only b) All employees in mines including surface workers c) Only administrative staff d) Contractors only	K1	CO3
	6	According to the Factories Act 1948, welfare officers must be appointed in factories employing how many or more workers _____ a) 100 b) 250 c) 500 d) 1000	K2	CO3
4	7	The Minimum Wages Act 1948 empowers the government to _____ a) Fix minimum wages for workers in various industries b) Regulate working hours c) Provide health insurance to workers d) Control employment contracts	K1	CO4
	8	The Contract Labour Regulation Act 1970 requires----- a) Licensing of contractors who employ contract labour b) Annual bonus payments to contract workers c) Equal pay for contract and regular workers d) Medical benefits for contract labour	K2	CO4
5	9	The Tamil Nadu Conferment of Permanent Status of Workmen Act, 1981 applies to workmen who have worked for how many days in 480 days ----- a) 90 days b) 180 days c) 240 days d) 365 days	K1	CO5
	10	Which Act provides medical benefits to insured employees and their families? a) Employees' Pension Scheme, 1995 b) Provident Fund Act, 1952 c) ESI Act, 1948 d) Gratuity Act, 1972	K2	CO5

Cont...

SECTION - B (35 Marks)Answer **ALL** questions**ALL** questions carry **EQUAL** Marks

(5 × 7 = 35)

Module No.	Question No.	Question	K Level	CO
1	11.a.	Demonstrate the key provisions and benefits of The Apprentice's Act, 1961.	K3	CO1
		(OR)		
	11.b.	Explain the process and requirements for registration under the Contract Labour Act, 1970.		
2	12.a.	Discover the duties of an employer under the Sexual Harassment of Women at Workplace Act, 2013.	K2	CO2
		(OR)		
	12.b.	Examine the measures provided under the Mines Act, 1952 to ensure worker safety.		
3	13.a.	Determine the welfare facilities mandated for workers under the Mines Act, 1952.	K3	CO3
		(OR)		
	13.b.	Sketch the welfare facilities provided to plantation workers under the Plantation Labour Act, 1951.		
4	14.a.	Identify the scope and objectives of the Minimum Wages Act 1948.	K4	CO4
		(OR)		
	14.b.	Illustrate the main provisions of the Equal Remuneration Act 1976 and its significance.		
5	15.a.	Diagnose the main features of the Tamil Nadu Conferment of Permanent Status of Workmen Act, 1981?	K5	CO5
		(OR)		
	15.b.	Investigate the constitution of ESI corporation.		

SECTION -C (30 Marks)Answer **ANY THREE** questions**ALL** questions carry **EQUAL** Marks

(3 × 10 = 30)

Module No.	Question No.	Question	K Level	CO
1	16	Construct the provisions for registration, welfare, and protection under the Inter State Migrant Workmen Act, 1979, and their practical significance.	K3	CO1
2	17	Discuss on the composition, powers, and responsibilities of the Internal Complaints Committee (ICC) under the Sexual Harassment of Women at Workplace Act, 2013.	K2	CO2
3	18	Determine the significance of welfare measures stipulated in the Factories Act, 1948 for worker health, comfort, and productivity.	K3	CO3
4	19	Explain the provisions of the Payment of Bonus Act 1965 and its effect on employee motivation.	K4	CO4
5	20	Investigate rules relating to distribution of workmen compensation.	K5	CO5

Z-Z-Z

END

Branch- DIPLOMA IN HUMAN RESOURCE MANAGEMENT

Major Elective Course - I
HUMAN RESOURCE MANAGEMENT

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(10 × 1 = 10)

Module No.	Question No.	Question	K Level	CO
1	1	What is human resource management? a) Management of financial resources b) Management of material resources c) Management of people at work d) Management of machines	K1	CO1
	2	Predict the main role of human resource philosophy. a) To provide a guiding set of principles for managing people b) To eliminate organizational culture c) To reduce employee satisfaction d) To avoid performance evaluation	K2	CO1
2	3	Indicate the purpose of employee induction. a) Job evaluation b) Disciplinary procedure c) Orientation to company policies and culture d) Conducting appraisals	K1	CO2
	4	Predict the process of attracting potential candidates for jobs a) Selection b) Recruitment c) Placement d) Orientation	K2	CO2
3	5	Trace the importance of career planning. a) It restricts employees b) It supports organizational and individual growth c) It reduces skill levels d) It avoids promotions	K1	CO3
	6	Predict the training method where an employee learns by observing seniors. a) Vestibule training b) Job rotation c) Coaching d) Simulation	K2	CO3
4	7	What is the basic purpose of compensation in human resource management? a) To reduce employee turnover b) To attract, retain and motivate employees c) To satisfy legal compliance only d) To minimize organizational cost	K1	CO4
	8	Give an example of a non-statutory benefit. a) Provident Fund b) Maternity Leave c) Canteen Facilities d) Gratuity	K2	CO4
5	9	What does effective grievance handling help in? a) Increasing absenteeism b) Lowering morale c) Reducing conflict and improving productivity d) Avoiding feedback	K1	CO5
	10	Give the primary objective of Industrial Relations. a) Increase employee turnover b) Promote conflict between workers and employers c) Maintain harmonious relations between employer and employees d) Reduce the working hours of labor	K2	CO5

Cont...

SECTION - B (35 Marks)Answer **ALL** questions**ALL** questions carry **EQUAL** Marks (5 × 7 = 35)

Module No.	Question No.	Question	K Level	CO
1	11.a.	Identify the changing role of HRM in new HRM environment.	K1	CO1
		(OR)		
	11.b.	List out the benefits of strategic human resource management.		
2	12.a.	Examine the techniques of recruitment.	K3	CO2
		(OR)		
	12.b.	Examine the types of interview.		
3	13.a.	Explain the need for training in an industrial organization.	K4	CO3
		(OR)		
	13.b.	Explain the performance appraisal process.		
4	14.a.	Explain the merits and limitations of job evaluation.	K5	CO4
		(OR)		
	14.b.	Explain the essentials of a sound incentive plan.		
5	15.a.	Explain the causes of grievances.	K5	CO5
		(OR)		
	15.b.	Explain the measures for strengthening trade unions.		

SECTION - C (30 Marks)Answer **ANY THREE** questions**ALL** questions carry **EQUAL** Marks

(3 × 10 = 30)

Module No.	Question No.	Question	K Level	CO
1	16	Describe the organization of the human resource department.	K1	CO1
2	17	Examine the steps in selection process.	K3	CO2
3	18	Explain the methods of training.	K4	CO3
4	19	Explain the factors affecting wages.	K5	CO4
5	20	Explain the objectives, significance and scope of human resource audit.	K5	CO5

Z-Z-Z END

Branch – **DIPLOMA IN HUMAN RESOURCE MANAGEMENT**

ORGANIZATIONAL BEHAVIOUR AND ORGANIZATIONAL DEVELOPMENT

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer **ALL** questions

ALL questions carry **EQUAL** marks

(10 × 1 = 10)

Module No.	Question No.	Question	K Level	CO
1	1	The study of behaviour in organizational setting is (i) Organizational Structure (ii) Organizational Development (iii) Organizational Behaviour (iv) Organizational Psychology	K1	CO1
	2	The main goal of organizational behaviour is (i) To increase profit of the company (ii) To understand, predict and control behaviour (iii) To decrease employee turnover (iv) To maintain human relationships	K2	CO1
2	3	Personality refers to (i) Emotional State (ii) Patterns of behaviour and thinking (iii) Intelligence (iv) Physical appearance	K1	CO2
	4	Ivan Pavlov is associated with (i) Operant Conditioning (ii) Classical Conditioning (iii) Social Learning (iv) Insight Learning	K1	CO2
3	5	A group is defined as (i) Individuals working independently (ii) Two or more people interacting to achieve goals (iii) Employees in different departments (iv) Random collection of people	K2	CO3
	6	Brainstorming technique is used to (i) Criticize ideas (ii) Finalize decisions (iii) Generate ideas (iv) Avoid discussion	K2	CO3
4	7	Laissez-faire leadership is characterized by (i) Strict supervision (ii) No freedom (iii) High control (iv) Minimal interference	K1	CO4
	8	Trait theory focuses on (i) Situations (ii) Leadership (iii) Employee behaviour (iv) Organizational structure	K2	CO4
5	9	Positive organizational climate leads to (i) Increased absenteeism (ii) Low morale (iii) High employee motivation (iv) High turnover	K1	CO5
	10	Team building in organizational development helps to (i) Increase individual competition (ii) Improve group cohesion (iii) Reduce communication (iv) Eliminate leadership	K2	CO5

Cont...

SECTION - B (35 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks

(5 × 7 = 35)

Module No.	Question No.	Question	K Level	CO
1	11.a.	Define Organizational Behaviour and bring out its objectives and needs.	K2	CO1
	(OR)			
	11.b.	Discuss the challenges in Organizational Behaviour.		
2	12.a.	Elucidate the types of learners with examples.	K3	CO2
	(OR)			
	12.b.	Outline the components of Attitude.		
3	13.a.	Highlight the group dynamics in an organization.	K3	CO3
	(OR)			
	13.b.	Analyze the emergence of informal leaders and working norms.		
4	14.a.	Illustrate the leadership styles.	K4	CO4
	(OR)			
	14.b.	Explain (i) power centers (ii) power and politics.		
5	15.a.	Describe the factors affecting organizational climate.	K3	CO5
	(OR)			
	15.b.	Explain proactive vs reactive change.		

SECTION - C (30 Marks)

Answer ANY THREE questions

ALL questions carry EQUAL Marks

(3 × 10 = 30)

Module No.	Question No.	Question	K Level	CO
1	16	Examine the foundations of Organizational Behaviour.	K4	CO1
2	17	“Motivation is a tool to improve employee behaviour” – Justify.	K5	CO2
3	18	Enumerate the organization structure in detail.	K4	CO3
4	19	Comment on the leadership styles in Indian Epics.	K5	CO4
5	20	Distinguish between organizational climate, organizational change and organizational development.	K4	CO5

Z-Z-Z

END

MAJOR ELECTIVE COURSE- II CORPORATE SOCIAL RESPONSIBILITY

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks (10 × 1 = 10)

Module No.	Question No.	Question	K Level	CO
1	1	Corporate Social Responsibility (CSR) mainly refers to (i) Profit maximization (ii) Legal compliance only (iii) Responsibility towards society (iv) Shareholder wealth	K1	CO1
	2	Which of the following best defines a corporate entity? (i) Individual (ii) Government (iii) Organization (iv) Family	K1	CO1
2	3	CSR provisions in India are governed under i) SEBI Act (ii) Factories Act (iii) Companies Act, 2013 (iv) Income Tax Act	K1	CO2
	4	CSR provisions under Section 135 apply to companies having (i) Any profit (ii) Any turnover (iii) Specified net worth, turnover or net profit (iv) Foreign ownership	K1	CO2
3	5	Best CSR practices require organizations to (i) Ignore measurement (ii) Focus only on profits (iii) Continuously monitor and improve CSR performance (iv) Avoid stakeholder dialogue	K1	CO3
	6	Business benefits of CSR arise mainly from (i) Legal enforcement (ii) Employee downsizing (iii) Customer loyalty and brand trust (iv) Reduced innovation	K1	CO3
4	7	What is the primary objective of conducting a needs assessment when designing a Corporate Social Responsibility (CSR) program? (i) To develop a marketing strategy or the company (ii) To identify the community's most pressing issues that the CSR program should address. (iii) To evaluate the financial performance of the company. (iv) To choose the best charity to donate to.	K1	CO4
	8	Which theory is commonly used in CSR programs to understand and measure the impact of a program's activities and outcomes? (i) Theory of relativity (ii) Theory of Change (iii) Maslow's Hierarchy of Needs (iv) Darwin's Theory of Evolution	K1	CO4
5	9	Schedule VII of the Companies Act, 2013 specifies (i) CSR committee structure (ii) CSR reporting format (iii) Permitted CSR activities (iv) CSR penalties	K1	CO5
	10	Which of the following is an example of the Environmental aspect of ESG? (i) Climate change initiatives (ii) Employee diversity programs (iii) Board structure and ethics (iv) Labour rights compliance	K1	CO5

Cont...

Answer **ALL** questions
ALL questions carry **EQUAL** Marks

(5 × 7 = 35)

Module No.	Question No.	Question	K Level	CO
1	11.a.	Outline the principles of Corporate Social Responsibility .	K2	CO1
		(OR)		
	11.b.	Explain the concept of Corporate Social Responsibility (CSR) and discuss its significance for business and society.		
2	12.a.	Explain how the Ministry of Corporate Affairs (MCA) Guidelines help companies implement CSR activities effectively.	K4	CO2
		(OR)		
	12.b.	Explain how SA 8000 standards can be applied to improve labour practices in an organization.		
3	13.a.	Distinguish between traditional CSR and strategic CSR by analysing their objectives and outcomes.	K3+	CO3
		(OR)		
	13.b.	Examine the relationship between CSR strategy and stakeholder satisfaction.		
4	14.a.	Explain the steps involved in conducting a needs assessment for a CSR program. How do primary and secondary data sources contribute to a comprehensive understanding of community needs?	K5	CO4
		(OR)		
	14.b.	Explain about the key challenges in measuring the social impact of CSR programs? Discuss how using both qualitative and quantitative metrics can address these challenges."		
5	15.a.	Justify how adopting good practices such as stakeholder consultation, periodic evaluation, and impact measurement enhances the effectiveness of CSR initiatives.	K5	CO5
		(OR)		
	15.b.	Evaluate the role of corporate governance in ensuring ethical and responsible CSR implementation		

SECTION -C (30 Marks)

Answer **ANY THREE** questions

ALL questions carry **EQUAL** Marks

(3 × 10 = 30)

Module No.	Question No.	Question	K Level	CO
1	16	Explain how Corporate Citizenship can be practiced by a company operating in a developing economy like India.	K2	CO1
2	17	Explain how ISO 26000 can be applied as a guiding framework for integrating social responsibility into corporate strategy.	K4	CO2
3	18	Analyse the impact of CSR initiatives on stakeholder satisfaction and corporate reputation.	K4	CO3
4	19	Discuss the key components of an M&E system and how it helps in assessing the long-term impact of CSR initiatives.	K6	CO4
5	20	Explain how accountability mechanisms in CSR programs help organizations track results, measure impact, and improve long-term outcomes.	K5	CO5

Z-Z-Z

END

PG DEGREE EXAMINATION MAY 2026

(Third Semester)

TRANS DISCIPLINARY COURSE

(Common to PG Programmes)

EXPORT MANAGEMENT

Time: Three Hours

Maximum: 75 Marks

SECTION-A (10 Marks)

Answer ALL questions

ALL questions carry EQUAL marks

(10 × 1 = 10)

Module No.	Question No.	Question	K Level	CO
1	1	The Director General of Foreign Trade (DGFT) operates under the Ministry of _____. a) Home Affairs b) External Affairs c) Commerce and Industry d) Finance	K1	CO1
	2	The main objective of Foreign Trade Policy is to _____. a) Reduce domestic demand b) Control inflation c) Promote exports d) Encourage imports	K2	CO1
2	3	The Export Inspection Council (EIC) is responsible for _____. a) Documentation b) Export financing c) Quality inspection d) Tax assessment	K1	CO2
	4	The Indian Institute of Foreign Trade (IIFT) provides _____. a) Customs clearance b) Freight forwarding c) Port services d) Trade research and training	K2	CO2
3	5	A Customs Broker acts as _____. a) Financial auditor b) Licensed agent for customs procedures c) Importer d) Exporter	K1	CO3
	6	3PL service providers are mainly involved in _____. a) Marketing b) Product design c) Logistics and supply chain d) Trade policy	K2	CO3
4	7	A Letter of Credit is issued by _____. a) Customs officer b) Bank c) Exporter d) Importer	K1	CO4
	8	UCP 600 refers to _____. a) Unified Credit Policy b) Universal Customs Protocol c) Uniform Commercial Policy d) Uniform Customs and Practice for Documentary Credits	K2	CO4
5	9	INCOTERMS are published by _____. a) RBI b) ICC c) IMF d) WTO	K1	CO5
	10	HS Code classification is mainly used for _____. a) Quality certification b) Marketing c) Calculating customs duty d) Identifying goods in trade	K2	CO5

Cont...

SECTION - B (35 Marks)

Answer ALL questions

ALL questions carry EQUAL Marks

(5 × 7 = 35)

Module No.	Question No.	Question	K Level	CO
1	11.a.	Explain the role of import and export trade in the economic development of a nation.	K3	CO1
		(OR)		
	11.b.	Enumerate the objectives and significance of India's Foreign Trade Policy.		
2	12.a.	Describe the functions of institutions facilitating international trade such as EIC, ITPO, and FIEO.	K3	CO2
		(OR)		
	12.b.	Point out the features and benefits of promotional schemes such as EPCG and Advance Authorization.		
3	13.a.	Discuss the roles and responsibilities of intermediaries involved in export-import operations.	K4	CO3
		(OR)		
	13.b.	Explain the customs clearance procedures for export goods.		
4	14.a.	Classify the methods of payment in foreign trade and their relative merits.	K4	CO4
		(OR)		
	14.b.	Examine the concept of documentary credit and its significance in international transactions.		
5	15.a.	Describe the process of export business from order receipt to shipment.	K2	CO5
		(OR)		
	15.b.	Explain the classification of export goods and the significance of INCOTERMS in international contracts.		

SECTION - C (30 Marks)

Answer ANY THREE questions

ALL questions carry EQUAL Marks

(3 × 10 = 30)

Module No.	Question No.	Question	K Level	CO
1	16	Analyze the institutional framework supporting India's foreign trade and discuss the role of DGFT in export promotion.	K3	CO1
2	17	Evaluate the contribution of various export promotion organizations and schemes in enhancing India's export performance.	K4	CO2
3	18	Examine the importance of customs intermediaries and service providers in smooth export-import operations.	K4	CO3
4	19	Assess the significance of credit and payment mechanisms in minimizing risks in international business.	K5	CO4
5	20	Elaborate on the major stages in developing an export-import business and explain the documentation and negotiation procedures involved.	K3	CO5