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M.H.R.M. DEGREE EXAMINATION, DECEMBER - 2018

(Second Year)

HUMAN RESOURCE DEVELOPMENT, STRATEGIES & SYSTEMS

Time : 3 Hours

Maximum Marks : 70

All any five questions

All questions carry equal marks

Q1) Define HRD. Give an overview and activity areas of HRD.

Q2) Give an account of HRD climate.

Q3) What is the role of HR developer?

Q4) State the resources required of HRD.

Q5) Bring out the curriculum of HRD.

Q6) How do you evaluate HRD effort? Explain.

Q7) How are training needs assessed? Explain.

Q8) Elucidate different methods of training.

Q9) State the significance of role play method of development.

Q10) How are development methods evaluated? Explain.



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M.H.R.M. DEGREE EXAMINATION, DECEMBER - 2018

(Second Year)

INDUSTRIAL RELATIONS MANAGEMENT

Time : 3 Hours

Maximum Marks : 70

Answer any five questions

All questions carry equal marks

- Q1)** Define retrenchment. When will the retrenchment be considered valid? What are its effects?
- Q2)** Explain different types and level of Tripartism.
- Q3)** Emphasize the significance of industrial relations and elaborate the Industrial relationship problems in the public sector.
- Q4)** Explain the determinants and perspectives of industrial relations.
- Q5)** Explain about industrial conflicts. Is conflict desirable in Certain Situations? If so, then describe some of these situations.
- Q6)** Explain the structure and functions of I.L.O.
- Q7)** What is the purpose of Collective Bargaining? Give the process of Collective Bargaining.
- Q8)** What is meant by workers participation in Management? Why is it needed?

Q9) Describe the important causes of worker's grievances. How can they be resolved?

Q10) Define the term discipline. What are the different aspects of discipline?



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M.H.R.M. DEGREE EXAMINATION, DECEMBER - 2018

(Second Year)

MASTER OF HUMAN RESOURCE MANAGEMENT

Labour Legislation & Case Law

Time : 3 Hours

Maximum Marks : 70

Answer any five questions

All questions carry equal marks

- Q1)** What are the penalties that can be imposed for violation of provision of working conditions?
- Q2)** What are the salient features of Trade Union Act of 1926? Do you recommend any changes in the provisions of this Act? Substantiate.
- Q3)** What was the need for enacting payment of Wages Act, 1936?
- Q4)** What are the various maternity benefits under the Maternity Act of 1961?
- Q5)** Explain the fixation of wages under minimum Wages Act. How are such wages to be revised?
- Q6)** Give a brief account of Workmen's Compensation Act, 1923.
- Q7)** Briefly explain the rules as to contributions as provided in the E.S.I. Act.
- Q8)** Explain about Industrial Employment Act, 1946 and its rules.

Q9) Write in detail about the contract labour legislations.

Q10) Give a brief account of A.P Factories Rules 1950.



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M.H.R.M. DEGREE EXAMINATION, DECEMBER - 2018

(Second Year)

CHANGE MANAGEMENT AND ORGANISATIONAL DEVELOPMENT

Time : 3 Hours

Maximum Marks : 70

Answer any five questions

All questions carry equal marks

- Q1)** Briefly discuss the three models of successful change.
- Q2)** Critically evaluate the culture of an organization and its impact to organizational change.
- Q3)** Bringout the methods and techniques of overcoming resistance to change.
- Q4)** Explain the change process in detail.
- Q5)** Explain the concept and evolution of organization development interventions.
- Q6)** Outline the challenges and opportunities for organizational development.
- Q7)** Explain the initiatives from the organization for empowering people to handle change.
- Q8)** Discuss the role of Change Agent.

Q9) Explain the process of feedback mechanism in change management.

Q10) Explain the way of communication during the change period.

