

**(DMHR 21)**

M.H.R.M. DEGREE EXAMINATION,  
DECEMBER 2019.

Second Year

HUMAN RESOURCE DEVELOPMENT, STRATEGIES AND SYSTEMS

Time : Three hours

Maximum : 70 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Explain the role of HRD Professionals.
  2. Discuss the effective use of 'Role Play' in learning and development.
  3. What are the physical and financial resources needed for HRD? Explain in detail.
  4. Define Training. Explain the concept and importance of Training.
  5. Briefly discuss about instructional technologies in HRD.
  6. Describe about off the Job methods of Training and development.
  7. Write about Behaviour modeling and self directed learning.
  8. Briefly explain about team development. How do you evaluate Team development? Explain.
  9. Explain different models of HRD.
  10. What specific HRD inventions would you recommend and why?
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**(DMHR 22)**

M.H.R.M. DEGREE EXAMINATION,  
DECEMBER 2019.

Second Year

INDUSTRIAL RELATIONS MANAGEMENT

Time : Three hours

Maximum : 70 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Write a brief note on Industrial Relations in India.
  2. Explain the structure and functions of ILO.
  3. Define grievance. What are the pre-requisites of a grievance procedure?
  4. What are the causes and consequences of disputes in Industries?
  5. What do you mean by workers participation in management? Also explain its role in organisation.
  6. What do you mean by strikes and lockouts? Distinguish between them.
  7. Discuss in detail about the standing labour committee.
  8. Illustrate the essential elements of voluntary arbitration and its advantages and disadvantages.
  9. Define the term collective bargaining. State its role in resolving Industrial disputes.
  10. How do tripartism bodies play a role in strengthening industrial relations in India. Explain.
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**(DMHR23)**

M.H.R.M. DEGREE EXAMINATION,  
DECEMBER 2019.

Second Year

LABOUR LEGISLATION AND CASE LAW

Time : Three hours

Maximum : 70 marks

Answer any FIVE questions.

All questions carry equal marks.

1. What is Labour Legislation? Explain its nature and importance.
  2. Evaluate the provisions of Minimum Wages Act, 1948.
  3. What are the salient features of Trade Unions Act, 1926? Do you recommend any changes in the provision of this Act?
  4. Explain the important provisions under the payment of Bonus Act, 1965.
  5. Explain the provisions of Maternity Benefit Act, 1961.
  6. Give a brief account of Workmen's Compensation Act, 1923.
  7. Briefly explain the rules as to contributions as provided in the EST Act.
  8. Explain about Industrial Employment Act, 1946 and its rules.
  9. Enumerate the provisions of payment of Gratuity Act.
  10. Discuss the following case:  
Harayana unrecognised School Association Vs State of Harayana, 1996 LLR 560 (SC) .
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**(DMHR 24)**

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Second Year

CHANGE MANAGEMENT AND ORGANISATIONAL DEVELOPMENT

Time : Three hours

Maximum : 70 marks

Answer any FIVE questions.

All questions carry equal marks.

1. What are the barriers to organisational change?
  2. Explain the significance of change in organisations.
  3. State the steps involved in implementing planned change.
  4. What are the essentials of successful change management?
  5. Draw a suitable mechanism to introduce change.
  6. Explain the steps involved in OD process.
  7. Examine the contribution of John Naisbitt to implement change in organisations.
  8. Enumerate the importance of communication in change management.
  9. How is change communicated in organisations? Explain.
  10. Enumerate the initiatives required to empower people to handle change in an organisation.
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