

ASSIGNMENT - 1

M.B.A. DEGREE EXAMINATION, MARCH 2023

Third Year

HUMAN RESOURCE PLANNING AND DEVELOPMENT

MAXIMUM : 30 MARKS

ANSWER ALL QUESTIONS

1.
 - (a) Objectives of human resource planning
 - (b) Demand forecasting methods
 - (c) Human resource development
 - (d) Line managers and HRD
 - (e) HRD in service sector
 - (f) HRD climate
2. Discuss various steps involved in Human resource planning process.
3. What is supply forecasting? Discuss its methods.
4. Explain various strategies for human resource development.

ASSIGNMENT - 2

M.B.A. DEGREE EXAMINATION, MARCH 2023

Third Year

HUMAN RESOURCE PLANNING AND DEVELOPMENT

MAXIMUM : 30 MARKS

ANSWER ALL QUESTIONS

1. Define counselling. Explain its importance and process.
2. Discuss HRD practices in health and family welfare.
3. Discuss emerging trends in HRD.
4. ABC Ltd. a manufacturing company, introduced the CNC manufacturing technology in its organisation for manufacturing plastic products from PVC balls. The news about change in technology from labour intensive machines to automation spread throughout the company. Workers and unions started opposing the new technology fearing their employment prospects. They resorted to strike resulting in loss of 30% in the revenue of the company.

Questions:

- (a) Suggest how should the company respond after the loss?
- (b) With reference to changing environment of human resource development, explain why the incident occurred and how to prevent such case?

ASSIGNMENT - 1

M.B.A. DEGREE EXAMINATION, MARCH 2023

Third Year

Human Resource Management (Optional)

MANAGING CHANGE IN ORGANISATIONS

MAXIMUM : 30 MARKS

ANSWER ALL QUESTIONS

1.
 - (a) Implementation of change.
 - (b) Qualitative organisation diagnostic methods.
 - (c) Skills required for counselling.
 - (d) Planned change.
 - (e) Learning organisations.
 - (f) Organisation Development.
2. Explain key process in organisational change.
3. Explain the nature of change management. Discuss various levels of change in the organisation.
4. What do you mean by organisational diagnostic methodology? Explain its features.

ASSIGNMENT - 2

M.B.A. DEGREE EXAMINATION, MARCH 2023

Third Year

Human Resource Management (Optional)

MANAGING CHANGE IN ORGANISATIONS

MAXIMUM : 30 MARKS

ANSWER ALL QUESTIONS

1. Explain work redesign model in detail.
2. Discuss the role of manager in change process.
3. Explain the role of external change agent in change management.
4. The personnel office of Prasant chemicals limited informed the middle managers through a circular that a group of consultants would be calling on them later in the week to provide training on team building. The consultants would be emphasizing on how to develop team work and to build inter group relationships throughout the Company. The information also contained the approach to be adopted by the consultants and explained the five-step process of team building: problem sensing, examining differences, giving and receiving feedback, developing interactive skills, and follow up actions. The circular also included a note on the utility of team building in organisational effectiveness. On receiving the circular, middle managers, felt tensed as they thought team building as an exercise involving a lot of hocus-pocus as they experienced in sensitivity training exercises in which participants used to attack each other and let out their aggression by heaping abuse on those disliked. Therefore, the managers felt that the consultants were not needed for team building. One of the managers commented, now that as we understand what is involved in team building, we can go ahead and conduct sessions ourselves. All we have to do is to choose a manager who is liked by everyone and put him in the role of change agent! consultant. After all, you really do not need high priced consultants to do team building stuff. You just have a good feel for human factor". The other managers generally agreed. However, the corporate personnel director turned down their suggestion and proceeded with his original programme of hiring consultants.

Questions :

- (a) Why did middle managers show resistance to team building approach of organisation development?
- (b) Do you think the managers had accurate view of team building concept and role of external consultant in that?

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Third Year

ORGANISATIONAL DYNAMICS

MAXIMUM : 30 MARKS

ANSWER ALL QUESTIONS

1.
 - (a) What is group cohesion?
 - (b) Burnot
 - (c) What do you mean by power dynamics?
 - (d) Organisational ethics.
 - (e) Coalition formation.
 - (f) Motivation
2. What is group development? Explain various phases of group development.
3. Discuss various strategies to cope with stress.
4. What is decentralisation? Explain its importance.

ASSIGNMENT - 2

M.B.A. DEGREE EXAMINATION, MARCH 2023

Third Year

ORGANISATIONAL DYNAMICS

MAXIMUM : 30 MARKS

ANSWER ALL QUESTIONS

1. Explain the process of learning organisations.
2. What is strategic alliance? Explain its advantages and disadvantages?
3. Write about cross cultural dynamics.

4. Mr. Kabir was working in an Administration Department as officer Administration. He was responsible for keeping account of all the Vehicles of the company apart from other arrangements including the guesthouse of the company.

Mr. Kabir has been working in the company for 6 years in the same grade without promotions. He was supposed to be very honest in his job. Once the GM of the factory Mr. Rakesh Gupta, requested for the company car during office time for his personal work. Mr Kabir refused it saying that it cannot be given during the office work as the work would suffer due to its duty to go to bank. Mr Gupta became quite upset and asked his boss Mr. Srivastava to give the car. Mr. Sk Srivasatava (Sr Manager Admn) was too happy to oblige Mr Gupta as he wanted one of his relatives to be employed as Officer, Hence he fired Mr. Kabir for his disobedience and threatened to transfer him to stores if he continued to show disrespect to Senior officers Kabir was also active member of staff union. He immediately went to the Union President and informed him about the misuse of the company car for private purpose by GM at the cost of the office work. It was decided that Kabir would send a note in writing to Mr. Srivastava asking him to approve sending the car to the house of Mr. Gupta. Mr. Srivastava understood the repercussions and refused to sign the approval. He lent his own car to Mr. Gupta.

Questions:

- (a) What power was being used by Kabir?
- (b) What power Mr. Srivastava was using?
- (c) What game did Kabir played when Srivastava ordered the car?