

(DMHR 21)

M.H.R.M. DEGREE EXAMINATION,
NOVEMBER 2021.

Second Year

Master of Human Resource Management

HUMAN RESOURCE DEVELOPMENT, STRATEGIES AND SYSTEMS

Time : Three hours

Maximum : 70 marks

Answer any FIVE questions.
All questions carry equal marks.

1. Describe the origin and need for the Study of H.R.D?
 2. Discuss the overview of H.R.D as a total system?
 3. Explain the Staff needed for H.R.D?
 4. Examine the financial resources required for H.R.D?
 5. State the different learning models used in H.R.D. Programmes?
 6. Illustrate the new trends in H.R.D
 7. Elaborate the various types of training methods employed for Human Resource Development.
 8. Critically analyze the assessment of Training needs?
 9. Elucidate the Management development programmes employed in Indian Industry
 10. Write a note on the process of designing and evaluating training and development?
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INDUSTRIAL RELATIONS MANAGEMENT

Time : Three hours

Maximum : 70 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Explain the evolution of Industrial relations.
 2. Examine the impact of I.L.O on Industrial Relations?
 3. Describe the state policy on Industrial relations in India.
 4. Discuss the role of Industrial resolutions in activities of industrial peace.
 5. State the different forms of workers participation.
 6. What are the employee grievances? Explain the different grievances redressal systems in industrial organization.
 7. Elucidate the causes and effects of Industrial Disputes.
 8. Elaborate the trends in Industrial Disputes.
 9. What is adjudication? Examine the different systems of it.
 10. Critically examine the Industrial relations in Public Sector in India.
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LABOUR LEGISLATION AND CASE LAW

Time : Three hours

Maximum : 70 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Describe the Importance of Labor Legislations.
 2. Discuss the rules and regulations of the Mines Act, 1952.
 3. Explain the Provisions related to working conditions of the workers under the Factories Act, 1948.
 4. Examine the Main provisions of the Industrial Employment (standing Orders) Act 1946.
 5. Summarize the Trade Union Act, 1926.
 6. State the Objectives and Impact of the Minimum wages Act, 1948.
 7. What is meant by Bonus Act, 1965? What are the principles to be followed for the payment of bonus? Explain.
 8. List out the Benefits made available under the employee state Insurance Act 1948.
 9. Define the Gratuity Act, 1972 and Explain the types of gratuity may be paying to the employees.
 10. Analyse the provisions of the Contract Labor (Regulation and Abolition) Act, 2001 and its rules in the context of steel Authority of India Limited, and others and National Union water Front Workers and others reported in 2001 –II-UJ (SC- 1087).
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CHANGE MANAGEMENT AND ORGANISATIONAL DEVELOPMENT

Time : Three hours

Maximum : 70 marks

Answer any FIVE questions.

All questions carry equal marks.

1. Describe the Importance of Change in the organization.
 2. Discuss the strategies to manage the change.
 3. Explain how do you absorb and implement the change in the organizations.
 4. Examine the different driving forces in the process of change.
 5. How do you communicate the change effectively in the organization?
 6. Suggest the mechanism and skills to develop feedback to understand the effectiveness of change process.
 7. Elaborate the contributions of Peter and Watermen's relating to the change management.
 8. Analyze the initiatives from the organizations for empowering to handle changes.
 9. Elucidate the process of organizational Development.
 10. State the interventions of organizational Development.
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