

**(DMHR 21)**

**Total No. of Questions : 10]**

**[Total No. of Pages : 01**

**M.H.R.M. DEGREE EXAMINATION, MAY – 2017**

**Second Year**

**HUMAN RESOURCE DEVELOPMENT, STRATEGIES & SYSTEMS**

**Time : 3 Hours**

**Maximum Marks: 70**

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**Answer any Five questions**

**All questions carry equal marks**

- Q1)** Briefly discuss the process of formulating the organizational development plan.
- Q2)** Illustrate the conceptual framework of Human Resource Development.
- Q3)** What specific HRD inventions would you recommend and why?
- Q4)** Explain the physical and financial resources for HRD.
- Q5)** Evaluate the need for implementing technology in HRD.
- Q6)** Explain different models of HRD.
- Q7)** What are the various tangible benefits of training in Indian organizations?
- Q8)** Examine the importance of training of personnel towards the development of an organisation.
- Q9)** Explain the steps in the process of Management Development Programmes.
- Q10)** How do you assess the training needs of an organisation?



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**Total No. of Questions : 10]**

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**M.H.R.M. DEGREE EXAMINATION, MAY – 2017**

**Second Year**

**INDUSTRIAL RELATIONS MANAGEMENT**

**Time : 3 Hours**

**Maximum Marks: 70**

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***Answer any Five questions***

***All questions carry equal marks***

- Q1)** Who are the three actors of industrial relation? Explain their roles in industrial relations.
- Q2)** Explain the structure and functions of I.L.O.
- Q3)** Explain the different aspects of discipline and discuss the code of discipline.
- Q4)** Explain the constitutional framework of labour legislation.
- Q5)** Define grievance. What are the pre-requisites of a grievance procedure?
- Q6)** What are the causes for the limited success of workers' participation in management in India? Suggest the measure to improve its performance.
- Q7)** Explain the effectiveness of preventive and settlement Machinery of industrial conflicts.
- Q8)** What are the different causes of Industrial conflicts?
- Q9)** What is adjudication? What are the different systems of adjudication?
- Q10)** Explain the process of collective bargaining.



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**Total No. of Questions : 10]**

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**M.H.R.M. DEGREE EXAMINATION, MAY – 2017**

**Second Year**

**LABOUR LEGISLATION & CASE LAW**

**Time : 3 Hours**

**Maximum Marks: 70**

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**Answer any Five questions**

**All questions carry equal marks**

- Q1)** What are the specific objectives of labour legislation in our country?
- Q2)** What are the provisions of the Act regarding appointment of welfare officers and safety officers?
- Q3)** What is the procedure for registration and cancellation of a trade union?
- Q4)** What are the powers of Labour Court and Industrial Tribunals under Section 11-A of Industrial dispute Act, 1947.
- Q5)** Give an account of various deductions under payment of wages Act, 1936.
- Q6)** Explain the scope and coverage of the bonus Act – 1965.
- Q7)** What is the procedure for registration of a factory or an establishment under the Employee State Insurance Act, 1948?

**Q8)** What are the various modes in which the central provident fund commissioner can recover arrears of any amount due from any members under section 8 of the Act?

**Q9)** Discuss the benefits payable to a female employee under Act Maternity benefit Act, 1961.

**Q10)** Discuss the following case:

Steel Authority of India Ltd., and others

Vs

National union Water front workers and others reported in 2001-11-LLJ (SC – 1087)



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**Total No. of Questions : 10]**

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**M.H.R.M. DEGREE EXAMINATION, MAY – 2017**

**Second Year**

**CHANGE MANAGEMENT AND ORGANISATIONAL DEVELOPMENT**

**Time : 3 Hours**

**Maximum Marks: 70**

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***Answer any Five questions***

***All questions carry equal marks***

- Q1)** Discuss about the change Barriers.
- Q2)** What is meant by change and discuss its importance?
- Q3)** What is meant by planned change? What are its objectives?
- Q4)** Illustrate different types of planned change.
- Q5)** What are different barriers of communication? What steps can be taken to overcome these barriers?
- Q6)** What do you mean by communication symbols? Discuss the relative merits and demerits of oral and written communication.
- Q7)** Discuss ways of identifying gaps and needs of competencies within the organisation.
- Q8)** Explain any two critical study of contributors.
- Q9)** Explain the objectives of organizational development.
- Q10)** What are the inventions used in the organization development process.

