

M.H.R.M. Second Year

Paper I — HUMAN RESOURCE DEVELOPMENT, STRATEGIES AND SYSTEMS
Time : Three hours Maximum : 75 marks

Answer any FIVE questions.

All questions carry equal marks.

- 1.What is HRD? Write the origin and need of HRD.
 - 2.Describe the integrated human resource development system.
 - 3.What do you mean by HR developer? Discuss the role of HR developer.
 - 4.How can you evaluate the HRD efforts? Explain.
 - 5.Discuss the recent trends in HRD.
 - 6.Write the concept and importance of Human Resource Training.
 - 7.What is Team Development? Write the significance of Team Development.
 - 8.Write about the procedure of designing and evaluating training.
 - 9.What is HRD climate? Explain its significance.
 - 10.What is vestibule training? Explain.
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Paper II — INDUSTRIAL RELATIONS MANAGEMENT

Time : Three hours Maximum : 75 marks

Answer any FIVE questions.

All questions carry equal marks.

- 1.Writ the concept and determinants of Industrial Relations.
 - 2.Write an essay on Evolution of Industrial Relations.
 - 3.Describe recent Government policy on Industrial Relation in India.
 - 4.What is code of discipline and code of conduct? Explain.
 - 5.Write an essay on Employee Grievance Redressal System.

 - 6.Describe the causes manifestation and effects of industrial disputes.
 - 7.What do you mean by unfair labour practice? What its consequences?
 - 8.Write the impact of I.L.O. on industrial relation in India.
 - 9.What is conciliation and voluntary Arbitration? Explain.
 - 10.Write the importance of management discipline in Industry.
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Paper III — LABOUR LEGISLATION AND CASE LAW

Time : Three hours Maximum : 75 marks

Answer any FIVE questions.

All questions carry equal marks.

- 1.What are the penalties that can be imposed for voilation of provision of working conditions?
- 2.What are the salient features of Trade Union Act of 1926? Do you recommend any changes in the provisions of this Act? Substantiate.
- 3.What was the need for enacting payment of Wages Act 1936?
- 4.What are the various maternity benefits under the Maternity Benefit Act of 1961?
- 5.Explain the fixation of wages under minimum Wages Act. How are such wages to be revised?
- 6.Give a brief account of Workmen's Compensation Act, 1923.
- 7.Briefly explain the rules as to contributions as provided in the E.S.I. Act.

- 8.Explain about industrial Employment Act, 1946 and its rules.
- 9.Write in detail about the contract labour regulations.
- 10.Give a brief account of A.P. Factories Rules 1950.

Paper IV — CHANGE MANAGEMENT AND ORGANIZATIONAL DEVELOPMENT
Time : Three hours Maximum : 75 marks

Answer any FIVE questions.

All questions carry equal marks.

- 1.Explain the implications of change perspectives.
- 2.Explain in detail the different types of change.
- 3.How do you prepare the organisation for implementing change?
- 4.What is organisation development? Explain different OD interventions.
- 5.Explain the impact of power and politics on organisation development.

- 6.Explain the role of OD in public organisations.
- 7.Elucidate the different initiatives from the organisation for empowering people to handle changes.
- 8.Explain the different change management strategies.
- 9.Explain in detail the third party and inter group interventions.
- Explain the concept and significance of organisational competencies.