

**M.H.R.M. (Final) DEGREE EXAMINATION, DECEMBER 2008.**

**Second Year**

**Master of Human Resource Management**

**Paper I — HUMAN RESOURCE DEVELOPMENT, STRATEGIES, AND SYSTEMS**

**Time : Three hours**

**Maximum : 75 marks**

**Answer any FIVE questions.**

**All questions carry equal marks.**

1. Explain the concept and significance of HRD.
2. What is HRD climate? Explain the different approaches of HRD climate.
3. What are HRD interventions? Explain the lutergrated human resource development systems.
4. State the role and responsibilities of HR Developer.
5. Critically examine the functions of instructional technology.
6. Explain the recent trends in HRD.
7. Define training. How do you assess the training needs of an organisation?
8. Give a brief account on procedure of designing and evaluating training.
9. State the role play of management development.
10. Differentiate between vestibule training and management games.

wk 7

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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. Define 'Industrial Relations'. Discuss the significance and need for industrial relations.
2. Explain the Economic restructuring and industrial relations system in India.
3. What are works committees? Discuss their role in Industry.

4. Explain the role of standing labour committee.
5. Who is worker director and what are the duties and responsibilities of worker director?
6. State the role of Employee Grievance Redressal system in India.
7. What are industrial disputes? What are the causes of industrial disputes?
8. What are the methods of dispute settlement? Explain.
9. Define bargaining. Explain the various steps involved in collective bargaining.
10. Critically examine the recent developments in voluntary arbitration.

wk 7

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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. Explain the impact of working conditions and enforcement legislation.
2. Discuss the provisions of A.P. factories Act 1950.
3. What are the penalties and procedures of industrial disputes Act 1947?
4. Explain the role and functions of trade unions.
5. Discuss the factors effecting payment of wages Act 1936.
6. Define Bonus. Explain the different types of bonus payment.
7. Explain the various workmen's compensation benefits under the workmen's compensation Act 1923.
8. What is insurance and explain the different employee state insurance schemes?
9. Explain the growth and development of labour legislation in India.
10. Give a brief account on law principles and what are its functions.

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**Paper IV — CHANGE MANAGEMENT AND ORGANIZATIONAL DEVELOPMENT**

**Time : Three hours**

**Maximum : 75 marks**

**Answer any FIVE questions.**

**All questions carry equal marks.**

1. Define change in organisations. Explain about identifying change catalysts and barriers.
  2. State the importance and need for managing change.
  3. Explain the impact of driving the change process.
  4. Explain the elements of planning and implementing change.
  5. What is communication change? Explain the different types of communication change.
  6. Discuss the role of communicating during the change period and process.
  7. Define Auditing. Explain the process of auditing organisational competencies.
  8. Discuss the theories of Peters and Watermen.
  9. What do you mean by the term organisational intervention? Explain the various methods of OD interventions.
  10. What are information gaps? How are they identified?
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