

**(DMHR21)**

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

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**MHRM DEGREE EXAMINATION, DEC. - 2016**

**(Second Year)**

**MASTER OF HUMAN RESOURCE MANAGEMENT**

**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)** What are the objectives of HRD?
- Q2)** Briefly discuss about HRD activities.
- Q3)** Write in detail about integrated HRD.
- Q4)** Explain the role and responsibilities of HR developer.
- Q5)** What are the learning styles in HRD.
- Q6)** Discuss the emerging trends in HRD.
- Q7)** Define training. Explain the concept and importance of training.
- Q8)** Explain the different types of training.
- Q9)** Explain the effective use of “role playing” in learning and development.
- Q10)** What is team development? What are the stages of team development?



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**MHRM DEGREE EXAMINATION, DECEMBER - 2016**

**(Second Year)**

**MASTER OF HUMAN RESOURCE MANAGEMENT**

**Industrial Relations Management**

**Time : 3 Hours**

**Maximum Marks : 70**

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*Answer any Five questions*

*All questions carry equal marks*

- Q1)** What are the objectives of Industrial relations? Explain the functions and responsibilities of industrial relations specialists.
- Q2)** Explain the structure and functions of I.L.O.
- Q3)** What do you mean by code of discipline, discuss the chief features of code of discipline.
- Q4)** Explain about wage boards in India.
- Q5)** Enumeration the Grievance Redressal Machinery.
- Q6)** What do you mean by Workers Participation in Management?
- Q7)** What are approaches for settlement of disputes in the industry?
- Q8)** Discuss the recent trends in Industrial disputes in India.
- Q9)** Define Collective Bargaining. Explain the process of collective bargaining.
- Q10)** Illustrate the essential elements of voluntary arbitration and its advantages and disadvantages.



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**MHRM DEGREE EXAMINATION, DEC. - 2016**

**(Second Year)**

**MASTER OF HUMAN RESOURCE MANAGEMENT**

**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 health and safety measures laid down under the mines Act 1952?
- Q2)** What are the statutory restrictions on the employment of contract labor Act 1970?
- Q3)** What are the objects and establishments covered under the industrial employment act 1946?
- Q4)** What are the provisions regarding “ lay-off” “retrenchment” and “Closure”?
- Q5)** What is the obligation of the employer in respect of payment of wages under the minimum wages Act 1948.
- Q6)** What are the various deductions of the employees under the payment of wages act 1936?
- Q7)** What are the objects of payment of gratuity Act, 1972? Discuss the offences under the act and what is the punishment for each offence.
- Q8)** What are the benefits payable under the payment of gratuity Act, 1972?
- Q9)** Discuss the doctrine of notional extension and doctrine of contributory negligence under workmen’s compensation Act, 1923?

**Q10)** Explain the following

- a)** The clothing factory, national workers union, Avadi, Madras.

Vs

The union of India by its secretary, ministry of defense, new delhi, reported in 1990  
LLRSC 442

- b)** Steel authority of India Ltd. And others

and

National union water front workers and other reported in 2001-11-225 (SC-1087)



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**MHRM DEGREE EXAMINATION, DECEMBER - 2016**

**(Second Year)**

**MASTER OF HUMAN RESOURCE MANAGEMENT**

**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)** Explain the steps to be taken by the management to overcome the resistance to change.
- Q2)** What is organizational change? Explain the types and reasons for changes.
- Q3)** What are the different types of planned change?
- Q4)** Explain how to implement the change within organization.
- Q5)** Define “communicating the change” and explain its importance and consequences.
- Q6)** Discuss the role of communication during the change period.
- Q7)** Elucidate the ways for identifying the needs for change.
- Q8)** Explain the concept of competencies. Discuss how auditing of organizational competencies has been done.
- Q9)** Define “organisational development”. Discuss steps in the process of organisational development.
- Q10)** Discuss the OD efforts made in India. Identify some of the reasons for failure of OD programmes in India.

