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**M.H.R.M. (Final) DEGREE EXAMINATION, DEC. - 2015**

**Second Year**

**MASTER OF HUMAN RESOURCE MANAGEMENT**

**Paper - I : Human Resource Development, Strategies & Systems**

**Time : 3 Hours**

**Maximum Marks : 75**

**Answer any Five questions**

**All Questions carry equal marks**

- 1) Describe HRD as a total system in HRM.
- 2) What are the activity areas of HRD?
- 3) Explain the staff required for HRD.
- 4) Bring out the financial resources essential for HRD.
- 5) Explain the relationship between learning and HRD.
- 6) Give an account of various models of HRD.
- 7) Discuss the importance of HR training.
- 8) Elucidate various methods employed in training.
- 9) Enumerate the merits of vestibule training method of development.
- 10) Explain the methods employed to assess the effectiveness training and development methods.



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Paper - II : Industrial Relations Management

**Time : 3 Hours**

**Maximum Marks : 75**

*Answer any Five questions*

*All Questions carry equal marks*

- 1) Describe the evolution of IR in India.
- 2) State the structure and functions of ILO.
- 3) Examine the working of wage boards.
- 4) Explain the constitutional provisions relating to labour.
- 5) Discuss the workers participation in management.
- 6) Give an account of employee grievance redressal system.
- 7) What are the causes and effects of industrial disputes?
- 8) State the provisions of law relating to strikes and lockouts.
- 9) Elucidate the industrial relations in public sector.
- 10) Explain the process involved in conciliation.



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Paper - III : Labour Legislation & Case Law

**Time : 3 Hours**

**Maximum Marks : 75**

Answer any Five questions

All Questions carry equal marks

- 1) What are the rules under Mines Act, 1952?
- 2) State the provisions of Contract Labour Regulations and Abolition Act, 2001.
- 3) How is Trade union registered under the law?
- 4) Explain the machinery available under the Industrial Dispute Act.
- 5) Elucidate the relationship between productivity and bonus.
- 6) Describe the deductions allowed from wage.
- 7) Enumerate the maternity benefits available under the law.
- 8) What are the provisions of payment of Gratuity Act?
- 9) How is minimum wage fixed?
- 10) Explain the following :
  - a) The Clothing Factory, National Workers Union, Avadi, Madras.  
Vs  
The Union of India by its Secretary, Ministry of Defence, New Delhi, reported in 1990 LLR SC 442.
  - b) The Regional Director, ESI Corporation and another  
Vs  
Francis Decosta and another, reported in 1996 LLR 953 (SC)



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Paper - IV : Change Management and Organizational Development

**Time : 3 Hours**

**Maximum Marks : 75**

*Answer any Five questions*

*All Questions carry equal marks*

- 1) What are the barriers to change management?
- 2) State the significance of change in organizations.
- 3) Explain the techniques used to introduce change.
- 4) Give an account of process of change.
- 5) Describe the communication of change during the change period.
- 6) Discuss the skills required to develop feedback mechanism.
- 7) What are the new perspectives of organizing change?
- 8) Elucidate the contributions of writers to change management.
- 9) Bring out the process and interventions of OD.
- 10) Describe the empowerment of people to handle change in an organization.

