



ANNAMALAI UNIVERSITY
DIRECTORATE OF DISTANCE EDUCATION
M.B.A. (HUMAN RESOURCE MANAGEMENT)
SECOND YEAR

Academic Year 2014 - 2015

ASSIGNMENT TOPICS

This booklet contains assignment topics. Students are asked to write the assignments for **SIX** papers as per instructions.

Last date for submission: **27-02-2015**

Last date for submission with late fee ₹ 300/- : **13-03-2015**

NOTE:

1. Assignments sent after **13-03-2015** will not be evaluated.
2. Assignments should be in the own hand writing of the student concerned and not type-written or printed or photocopied.
3. Assignments should be written on foolscap paper on one side only.
4. All assignments (with Enrolment number marked on the Top right hand corner on all pages) should be put in an envelop with superscription "MBA Assignments" and sent to The Director, Directorate of Distance Education, Annamalai University, Annamalainagar – 608 002 by Registered post.
5. No notice will be taken on assignments which are not properly filled in with *Enrolment Number* and the *Title* of the papers.
6. Students should send full set of assignments for all papers. Partial assignments will not be considered.

ASSIGNMENT INSTRUCTIONS

Write assignments on any *TWO* topics in each paper out of the *FOUR*. For each topic the answer should not exceed 15–pages. Each assignment carries 25 marks (2 topics).

Dr. RM. CHANDRASEKARAN

DIRECTOR

2.1 ORGANISATIONAL DEVELOPMENT AND MANAGEMENT OF CHANGE

1. From all the millions of organizational development templates, models and approaches, how do you choose something practical? Something that will give you and your clients the results that they want. Illustrate with real life examples.
 2. Assume that you are the manager of a company. Your responsibility is to develop your organization. In that condition how would you manage the organization development interventions?
 3. Classify change. Elaborate the contemporary issues involved in bringing effective change in an individual group in organization.
 4. Enumerate various practical problems of implementing change in organization. Suggest some suitable methods and techniques involved in overcoming resistance to change with practical examples.
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2.2 TRAINING AND DEVELOPMENT

1. Differentiate the training effectiveness from training evaluation. What are the essential ingredients of a successful evaluation of a training programme? Explain with suitable example.
 2. You are a Human resource manager of a pharmaceutical company and your organization has asked you to organize an executive development programme (E.D.P.). What steps will you take to organise it?
 3. Examine some of the models of Organisational Development (O.D.). Which do you think more appropriate for Indian Industries?
 4. Career development is a waste of money for a company. All it does raise employees expectations if not they frustrated and then quit. Do you agree or disagree? Substantiate your views with suitable examples from software industry.
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2.3 LABOUR WELFARE

1. What are the measures that can be taken to improve the working conditions? Quote few examples from large industrial units.
2. Trace out the implementation of labour welfare practices in India.
3. What is the importance of industrial safety? What measures would you take, if you are the labour welfare officer to prevent accidents? Cite one example with causes and remedial measures.
4. Explain the milestones in the development of labour welfare in India? Is it successful in Indian context? Elaborate.

2.4 INDUSTRIAL RELATIONS

1. Critically examine the present statutory machinery available for settling Industrial disputes. Are they effective? Give your suggestions.
 2. With appropriate example, write an essay on Workers Participation in Management followed in various Government, P.S.U. and Private sectors in India.
 3. Write an essay on statutory support for Collective Bargaining in India, bringing out clearly how much the statutory support influences the effectiveness of Collective Bargaining.
 4. Analyse the various causes of Industrial Accidents in India. What are the necessary steps to be followed to reduce the Industrial accidents?
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2.5 WAGES AND SALARY ADMINISTRATION

1. A company has asked you to design a job evaluation system. How would you go about this task? Illustrate.
 2. “If the employees believe that subjectivity and favouritism shape the pay system in an organization, then it does not matter that the system was properly designed and implemented” – Discuss.
 3. What preparatory steps should be taken by unions and management for the success of collective bargaining? Substantiate your answer.
 4. Several companies are moving in the direction of compensating the employees with non-monetary rewards in lieu of higher wages. Why do you think this is happening? Do you think this is a good thing for companies and employees? Explain.
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2.6 STRATEGIC MANAGEMENT

1. Critically examine the globe – hex strategies for the Indian government.
2. Comment on this statement. “Often neither the least expensive strategy nor the most expensive may be the most productive strategy”.
3. Comment on this statement from a retailing perspective “Today’s works are slowly altering their work”. Place environment by their behaviour.
4. Will the time come when most consumer purchases are made with self-scanner? Explain yours answer

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