

MASTER OF HUMAN RESOURCE MANAGEMENT (MHRM)
FIRST YEAR

Paper 1 : Principles of Management

1. Elaborate Principles of Management by Fayol
2. Explain different types of Planning
3. Explain in detail the different bases of Departmentation
4. Briefly explain the different theories of motivation
5. Explain the different types of Controlling Techniques

Paper 2 : Human Resource Management - I

1. What is manpower planning? How is the requisite number of employees decided ?
2. How to prepare for an interview? How to conduct an interview?
3. How to identify training needs? How to evaluate the effectiveness of training?
4. What are modern leadership theories? Discuss in detail transformational leadership?
5. Deliberate on employee welfare programmes.

Paper 3 : Organisational Behaviour

1. Discuss history and development of Organisational Behaviour with special emphasis to Hawthorne studies
2. Analyse effectiveness of different process theories of motivation in enhancing work related behaviour among employees
3. ‘Leaders are not born but made’ Substantiate your opinion with theoretical support
4. Describe the sources and management of work related stress
5. Elucidate merits and demerits of Centralisation and Decentralisation

Paper 4 : Research Methodology & Quantitative Methods

1. Explain different methods of Research
2. What do you mean by Hypothesis? What are the characteristics of Hypothesis? Explain the significance of Hypothesis formulation in Research
3. Write a short essay on sampling in research
4. Explain the role of reporting in Research mentioning different ways of reporting
5. Explain the role of reviewing literature in Research

Paper 5 : Industrial Engineering

1. (a) Explain the various techniques used for time and motion study.
(b) Draw a process chart for the following work with proper assumptions on the working conditions. *Name of work: Replacement of a damaged electrical switch on a switch board.*
2. (a) Explain the various techniques used for time standard time determination.
(b) Using the given data draw a network and find the critical path.

Activity Name	1-2	1-3	2-4	2-5	3-4	3-6	4-5	4-6	5-6
Duration (d)	5	8	9	7	5	8	6	4	9

3. (a) Explain the role, design and control of forms used in organizations.
(b) Discuss the important safety and health regulations applicable to medium scale industries.
4. (a) Explain the various characteristics and principles of material handling system.
(b) With the help of neat sketches explain the common material handling equipments used in assembly industries.
5. (a) Explain the various selective inventory control techniques used in industries.
(b) Estimate the optimal order quantity, optimal order frequency, optimal order point, cycle inventory, cycle period and inventory related cost with following data. Given $A = 25,000$ units; $C_o = \text{Rs. } 4500/-$ $C_u = \text{Rs. } 350/-$; $i = 12\%$; lead time = 5 days.

Paper 6 : Labour and Managerial Economics

1. Describe the major labour problems in developing economy
2. Explain the Keynesian theory of full employment
3. Explain the Break-Even analysis in the theories of price discrimination
4. Briefly explain the theory of production function
5. Explain the theories of returns to scale

MASTER OF HUMAN RESOURCE MANAGEMENT (MHRM)

Second Year

Paper 1 : Human Resource Management – II

1. What are the different methods of wage payment? Discuss the advantages and disadvantages of each method.
2. What are the different incentive methods? Which one do you prefer and why?
3. What is broad banding? How does it differ from conventional wage fixation methods?
4. What are the different methods of job evaluation?
5. What are the probable issues that may crop up during the employee counselling where the client is an employee about to retire?

Paper 2: Human Resource Development

1. What do you think HRD is ? Explain its importance in the present day industrial scenario
2. What purposes does training secure in an organization ? Explain the ingredients of a good training programme for employees at different levels. Assure the trends
3. Explain the importance of communication cycle and communication channels in an organization and explain how it can be connected to the Management Information System.
4. Explain Kolb's stages of learning and conditions for effective learning in an organization
5. Explain Total Quality Management and define some of the models in approach to quality management

Paper 3 : Industrial Sociology

1. Describe the growth of factory system highlighting the major milestones in its growth.
2. What are the important reasons for maladjustment at work place? Suggest suitable methods to manage it.
3. What are social groups? Explain different types
4. What do you mean by social change? What are the factors affecting social change
5. Write a note on the different types of counselling

Paper 4: Industrial Relations

1. Role of Trade Unions in India in the current era
2. Changes in the cause and effects of the nature of ID
3. Successful working model from the world for workers participation in Management
4. The effectiveness of grievance handling procedures in India
5. Design a new labour welfare concept for India

Paper 5: Labour Legislation

1. What is the importance of Industrial Employment (Standing Orders) Act 1946 Explain
2. What are the methods and mechanism available under the Industrial Dispute Act 1947 for the Resolution of Industrial Dispute?
3. Explain the importance of Workmen's Compensation Act 1923
4. What are the safeguards available to the women workers in the industry? Explain the importance of Maternity Benefits Act 1961
5. Whether the Employees Provident Fund and Miscellaneous Provision Act 1952, provide social security to the workmen? Explain

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University of Kerala

Instructions for the preparation and submission of Assignments.

1. All Assignments must be handwritten by the candidate.
2. Size of the assignment
1000 words written in “A 4” size paper. (Approximately 6 pages)
3. Mode of presentation :
 - The assignments may be written only on one side of the paper, clearly and legibly with black or blue ink.
 - Write the topic of the assignment in capital letters on the top of the first page.
 - Write sub headings & underline, where ever necessary.
 - Charts, graphs, tables etc. may be included to clarify / highlight your points.
 - Give the source of data, if presented

Separate page on References may be attached

FORMAT OF THE FRONT PAGE

01. Name of the course : MHRM

02. Paper(eg. Paper I)

03. Name of the paper(eg. Principles of Management)

04. Page No. of the assignment (the students has to write four assignments for one paper. Write the page number of each assignment. A separate content page is preferred)

06. Name of the candidate :

07. Enrollment No:

(Don't write anything else on the front / cover page .Leave the balance space blank)

Assignments of each paper should be filed separately. So a total of 6 files/ spirally bound volumes may be submitted.

All assignments must reach the following address on or before : 30.09.2015

And with a fine of Rs. 100 /- per paper on or before : 31.10.2015

The Director

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