

**ANDHRA UNIVERSITY**  
**SCHOOL OF DISTANCE EDUCATION**  
**ASSIGNMENT QUESTION PAPER 2019-2020**  
**M.H.R.M (Previous)**  
**Answer ALL Questions**  
**Paper - I : HUMAN RESOURCE MANAGEMENT**

**(20 Marks)**

**Assignment - I**

1. Explain the evolution of HRM in India.
2. Explain the process of Human Resource Planning. What are the factors affecting Human Resource Planning.
3. State the methods of performance appraisal.
4. Explain the scope and approaches to HR audit.
5. Explain the application of HRM in Hospitals.

**Assignment - II**

1. Draw an organisation chart of HR department in typically large size organisation. Discuss in detail the role and functions of the H.R. department.
2. Explain the reasons for conflicts between line and staff and suggest measures to solve the conflicts.
3. Explain modern sources and techniques of recruitment.
4. Explain the exit policy procedure for voluntary retirement scheme.
5. Explain the applications of HRM in small scale and handloom units.

**ANDHRA UNIVERSITY**  
**SCHOOL OF DISTANCE EDUCATION**  
**ASSIGNMENT QUESTION PAPER 2019-2020**  
**M.H.R.M (Previous)**  
**Answer ALL Questions**  
**Paper - II : PRINCIPLES OF MANAGEMENT**

**(20 Marks)**

**Assignment - I**

1. Define management. Explain the functions of management
2. Discuss the ethical and environmental foundations of management
3. Explain the techniques and steps in decision making
4. Explain the relationship between ethics and business
5. What is market information system? Explain the components of market information system.

**Assignment - II**

1. Explain about modern approaches to management
2. State the skills and challenges of management
3. Explain the principles of organisation
4. State the functions of production management
5. State the various macro - environmental factors which influence marketing decision

**ANDHRA UNIVERSITY**  
**SCHOOL OF DISTANCE EDUCATION**  
**ASSIGNMENT QUESTION PAPER 2019-2020**

**M.H.R.M (Previous)**

**Answer ALL Questions**

**Paper - III : LABOUR LEGISLATION AND CASE LAW - I**

**(20 Marks)**

**Assignment - I**

1. Explain the concept of labour legislation. There are some cardinal principles of labour legislation. What are they.
2. Discuss the various provisions under factories act 1948.
3. What is an industrial dispute. Why they arise. How are they solve under industrial disputes Act of 1947.
4. Explain the important provisions relating to industrial employment (standing orders) act, 1946.
5. What are the establishments to which EPF Act, 1952 applies? Also state the exempted establishments under this Act.

**Assignment - II**

1. Bring out the evolution of labour legislations in India.
2. Explain the important provisions of the shops and establishment act 1988 and rules.
3. Explain the salient features of the Industrial disputes Act 1947.
4. Define trade union. Discuss the scope and objectives of trade Act, 1926.
5. Explain the benefits provided to employees under Employees State Insurance Act, 1948.

**ANDHRA UNIVERSITY**  
**SCHOOL OF DISTANCE EDUCATION**  
**ASSIGNMENT QUESTION PAPER 2019-2020**  
**M.H.R.M (Previous)**  
**Answer ALL Questions**  
**Paper - IV : ORGANISATIONAL BEHAVIOUR**

**(20 Marks)**

**Assignment - I**

1. Write detailed notes on evolution of Organisation Behaviour
2. Explain the reasons for the formation of group.
3. Elucidate the barriers of communication.
4. What is resistance of change? Why people resist change?
5. Explain the significance of transactional analysis

**Assignment - II**

1. Define learning. Explain classical conditioning theory of learning
2. Describe various types of Groups.
3. Discuss various types of leadership.
4. Do you think organisational conflict are always destructive? Why? Why not.
5. Define OD. Discuss the significance of sensitivity training.

**ANDHRA UNIVERSITY**  
**SCHOOL OF DISTANCE EDUCATION**  
**ASSIGNMENT QUESTION PAPER 2019-2020**  
**M.H.R.M (Previous)**  
**Answer ALL Questions**  
**Paper - V : INDUSTRIAL RELATIONS**

**(20 Marks)**

**Assignment - I**

1. Explain various approaches of Industrial Relations.
2. Explain the impact of ILO on Industrial relations.
3. Explain the voluntary methods of prevention and settlement of Industrial disputes.
4. Explain the functions of Trade unions
5. "Multiplicity of trade unions is not a healthy trend". Elucidate.

**Assignment - II**

1. Define Industrial Relations. Discuss the objectives of IR.
2. Discuss the state policy on Industrial Relations.
3. Discuss the Red hot Stove rule of Disciplinary action.
4. Spotlight the significance of Trade union movement in India.
5. Explain the role of trade union leader in trade unions. Explain the privileges of a recognized trade union.

**ANDHRA UNIVERSITY**  
**SCHOOL OF DISTANCE EDUCATION**  
**ASSIGNMENT QUESTION PAPER 2019-2020**  
**M.H.R.M (Previous)**  
**Answer ALL Questions**  
**Paper - VI : HUMAN RESOURCE DEVELOPMENT**

**(20 Marks)**

**Assignment - I**

1. Discuss the characteristics of HRD.
2. Discuss the functions of HRD.
3. Define learning. Spotlight the principle of learning
4. Discuss the process of training need assessment.
5. Explain the significance of Job Instruction method of training

**Assignment - II**

1. Explain the role of Line and HR department in HRD.
2. Define HRD audit. Explain the significance of HRD audit.
3. Explain the significance of self directed learning in today's business context.
4. Explain the Krick Patricks model of evaluation of the training program.
5. Discuss the advantages and disadvantages of out house training.

**ANDHRA UNIVERSITY**  
**SCHOOL OF DISTANCE EDUCATION**  
**ASSIGNMENT QUESTION PAPER 2019-2020**

**M.H.R.M (Previous)**  
**Answer ALL Questions**

**Paper - VII : EMPLOYEE WELFARE AND LABOUR ADMINISTRATION**

**(20 Marks)**

**Assignment - I**

1. Define Labour welfare. Highlight the significance of labour welfare in global business environment.
3. Explain the role of trade unions in labour welfare.
5. Who is a labour officer? Explain the qualities and qualification of labour officer.
7. Define social security. Discuss social assistance programmes of a manufacturing company.
9. Discuss purpose and scope of ESI scheme.

**Assignment - II**

2. Discuss the various approaches to labour welfare.
4. Discuss the impact of ILO on labour welfare.
6. Explain non-statutory welfare measures of an organisation.
8. Spotlight the significance of social insurance in labour welfare.
10. Elucidate the roles and responsibilities of chief labour commissioner.





**ANDHRA UNIVERSITY**  
**SCHOOL OF DISTANCE EDUCATION**  
**ASSIGNMENT QUESTION PAPER 2019-2020**  
**M.H.R.M (Final)**  
**Answer ALL Questions**  
**Paper - I : STRATEGIC AND INTERNATIONAL**  
**HUMAN RESOURCE MANAGEMENT**

**(20 Marks)**

**Assignment - I**

1. Define strategy. Explain various types of strategies and their significance to H.R.M.
2. Explain the strategic Human Resource processes and strategic planning.
3. Explain the differences between individual HR best practices and systems of practices.
4. State the models and organization structure of HRM in MNC's.
5. Discuss the issues and challenges of IHRM.

**Assignment - II**

1. Discuss the trends in the utilization of Human Resources.
2. Explain the strategically oriented performance management systems.
3. Explain the methods of Human Resource Evaluation.
4. Explain the cross-cultural differences that affect organisational policies and identify the areas of differences and suggest suitable measures.
5. Discuss the process of Expatriate and Repatriation management.

**ANDHRA UNIVERSITY**  
**SCHOOL OF DISTANCE EDUCATION**  
**ASSIGNMENT QUESTION PAPER 2019-2020**  
**M.H.R.M (Final)**  
**Answer ALL Questions**  
**Paper - II : BUSINESS ENVIRONMENT**

**(20 Marks)**

**Assignment - I**

1. Define Business Environment. Discuss the goals of Business.
2. What are the characteristics of Technological Environment. Compare and contrast Technology and Human Resources.
3. What is Economic Environment? Discuss the features of Economic Environment.
4. What are the characteristics of Privatisation? Discuss the impact of privatisation on the Indian Business.
5. What is Globalisation? Explain justification for globalisation and its advantages to Indian business.

**Assignment - II**

1. Write a detailed note on Micro and Macro Environmental Analysis.
2. List the external factors influencing business environment in India. Explain the impact of each of them.
3. Explain salient features and provisions of the Consumer Protection Act, 1986.
4. What is Disinvestment? What are the advantages and disadvantages of Disinvestment.
5. What are the objectives of WTO? Discuss the role of WTO in Indian business environment.

**ANDHRA UNIVERSITY**  
**SCHOOL OF DISTANCE EDUCATION**  
**ASSIGNMENT QUESTION PAPER 2019-2020**

**M.H.R.M (Final)**

**Answer ALL Questions**

**Paper - III : LABOUR LEGISLATION AND CASE LAW - II**

**(20 Marks)**

**Assignment - I**

1. Define the concept of Social Justice. What are the fundamental principles of Social Justice.
2. What are the main provisions of the Minimum Wages Act 1948?
3. What is meant by 'Mine' within the scope of The Mines Act 1952? Explain the rules contained in the act.
4. What is definition of worker within the scope of the Workmen compensation act 1923. Discuss the provisions relating to employer's liability for compensation.
5. Who are the Dock Workers? Enumerate the functions of Dock Labour Board.

**Assignment - II**

1. What do you mean by Judicial Activism? What is its role in implementing labour legislations?
2. What are the scope and objectives of The Equal Remuneration Act 1976?
3. Discuss the scope of Plantation Labour Act 1951. What are the responsibilities of management towards Health and Welfare of plantation workers?
4. Explain the obligation and right of employers and employees under payment of Gratuity Act 1972.
5. Explain the main provisions of the Child Labour (Prohibition fn Regulation) Act 1986.

**ANDHRA UNIVERSITY**  
**SCHOOL OF DISTANCE EDUCATION**  
**ASSIGNMENT QUESTION PAPER 2019-2020**

**M.H.R.M (Final)**

**Answer ALL Questions**

**Paper - IV : INDUSTRIAL ECONOMICS AND MANAGEMENT OF TECHNOLOGY**  
**(20 Marks)**

**Assignment - I**

1. Define labour Economics. Explain the Social and Economic consequences of Industrial Revolution.
3. What is an Optimum Firm? Discuss the factors determining the size of a Firm and Industry.
5. What is Demand Forecasting? Explain the methods of demand forecasting.
7. Compare the contrast between new technology and Human Resource Development.
9. What is Quality Management? Discuss the contribution of Total Quality in improving productivity.

**Assignment - II**

1. Critically explain the Flexibilities and Rigidities in the Indian Labour market.
2. What is Capitalism? Discuss the determinants of location of an Industry.
3. What is Cost Management? List out different types of Costs. Also discuss the principles of cost determination.
4. Explain the need and significance of skill development. What are the human aspects of technology transfer.
5. Explain the chief characteristics of Six Sigma Approach to Productivity improvement.

**ANDHRA UNIVERSITY**  
**SCHOOL OF DISTANCE EDUCATION**  
**ASSIGNMENT QUESTION PAPER 2019-2020**  
**M.H.R.M (Final)**  
**Answer ALL Questions**  
**Paper - V : RESEARCH METHODS AND HR SKILLS**

**(20 Marks)**

**Assignment - I**

1. What is meant by research problem? Discuss how to identify the research problem in business research.
2. What do you mean by measures of dispersion? Explain how these measures are useful in business research with simple examples.
3. What is communication? Explain the process model of communication.
4. Explain different methods of communication.
5. Explain briefly about interviewing skills, negotiating skills and Team building skills.

**Assignment - II**

1. Explain the various data collection methods in the business research.
2. Explain different scaling techniques useful in business research.
3. Write a note on interpersonal communication.
4. What are the barriers of communication? State various barriers of communication and how to overcome them.
5. What are the principles of letter writing? Write a model letter of appointment order to the candidate of your organisation who is selected recently.

**ANDHRA UNIVERSITY**  
**SCHOOL OF DISTANCE EDUCATION**  
**ASSIGNMENT QUESTION PAPER 2019-2020**

**M.H.R.M (Final)**

**Answer ALL Questions**

**Paper - VI : MANAGEMENT OF UNORGANISED LABOUR**

**(20 Marks)**

**Assignment - I**

1. Discuss the nature, employment status of unorganised labour in different sectors.
2. Discuss the problems of unorganised labour working in mines and quarries. Also suggest measures to overcome them.
3. Discuss the pattern of women employment in unorganised sector.
4. Discuss the problems and consequences of child labour.
5. Explain the steps required for upgrading skills and knowledge of unorganised labour.

**Assignment - II**

1. Explain briefly about the relevant Act protecting the unorganised labour.
2. Explain briefly the social security measures of unorganised labour in different sectors.
3. Discuss the steps required to take for women empowerment in unorganised sector.
4. Discuss the steps taken by the Government to eliminate child labour.
5. Discuss the governmental measures for organising the unorganised labour for betterment of their lives.

**ANDHRA UNIVERSITY**  
**SCHOOL OF DISTANCE EDUCATION**  
**ASSIGNMENT QUESTION PAPER 2019-2020**

**M.H.R.M (Final)**

**Answer ALL Questions**

**Paper - VII : INFORMATION TECHNOLOGY AND HUMAN RESOURCE  
INFORMATION SYSTEMS**

**(20 Marks)**

**Assignment - I**

1. What do you mean by Hardware and Software? Explain.
2. Explain basics and functions of MIS.
3. Explain various concepts of technology for MIS.
4. What is HRIS? Explain models of HRIS.
5. What is MS Office. Explain the functions of MS Office.

**Assignment - II**

1. Explain various types of computers and its importance.
2. Explain the impact of computers on management.
3. Explain the application of MIS in various sectors of business.
4. Explain the need and importance of Database in HRIS.
5. What is MS Excel? Explain the functions of MS Excel.