

उत्तर प्रदेश राजर्षि टण्डन मुक्त विश्वविद्यालय, इलाहाबाद  
अधिन्यास (Assignment) 2017-2018

**Master of Business Administration (MBA)**

|               |                |              |                |
|---------------|----------------|--------------|----------------|
| विषय          | : प्रबन्धन     | विषय कोड     | : एम.बी.ए.     |
| Subject       | : Management   | Subject Code | : MBA          |
| कोर्स शीर्षक  | :              | कोर्स कोड    | : एम.बी.ए. 1.2 |
| Subject Title | : Managing Men | Course Code  | : PGDHRD-01    |

अधिकतम अंक : 30  
Maximum Marks: 30

Note: Long Answer Questions. Answer should be given in 800 to 1000 words each.  
Answer all questions. All questions are compulsory.

**Section- A**  
खण्ड—अ

अधिकतम अंक : 18  
Maximum Marks: 18

1. Analyse the changing role of personnel management in India.  
Or  
What do you understand by Human Resource development? Discuss the Principles designing in HRD System.  
Or  
Explain the need and concept of HRD?
2. How you will develop a manpower strategy?  
Or  
Describe the Need Hierarchy Theory of Motivation.  
Or  
Discuss the personnel management environment in India?
3. Describe the grievance handling procedure.  
Or  
Discuss the concept and process of Collective Bargaining.  
Or  
What is career planning? What are its advantages and limitations?

**Section- B**  
खण्ड—ब

अधिकतम अंक : 12  
Maximum Marks: 12

Note: Short Answer Questions. Answer should be given in 200 to 300 words each.  
Answer all questions. All questions are compulsory.

4. How good industrial relations are ensured in organizations?  
Or  
What are the success factors of manpower planning?  
Or  
What is social security? Explain its concept and importance?
5. Write a short note on industrial democracy.  
Or  
Write the steps in grievance handling procedure.  
Or  
State the main parts of Trade Union Act 1926?
6. Explain the pre requisites of collective bargaining.  
Or  
How you can evaluate a training programme?  
Or  
Explain Employee Discipline?
7. What is Judicial Approach to discipline?  
Or  
Describe the characteristics underlying Job Enrichment.  
Or  
What is Trade Union? Discuss its weakness.
8. Discuss the problems of validity.  
Or  
What are the components of salary administration?  
Or  
Write short note on collective Bargaining?
9. Why rational wage policy is needed?  
Or  
How the workers participation is important for Industrial democracy?  
Or  
Worker's participation helps in management and OD? Explain.

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| Subject       | : Management                                       | Subject Code | : MBA                           |
| कोर्स शीर्षक  | :  | कोर्स कोड    | : एम.बी.ए. 3.2 (ओ)/<br>1.5 (एन) |
| Subject Title | : Organizational Design,<br>Development and change | Course Code  | : PGDHRD-02                     |

अधिकतम अंक : 30  
Maximum Marks: 30

Note: Long Answer Questions. Answer should be given in 800 to 1000 words each.  
Answer all questions. All questions are compulsory.

Section- A

खण्ड—अ

अधिकतम अंक : 18  
Maximum Marks: 18

1. Analyse the modern view point of the organizations.  
Or  
Briefly explain the classical and Modern theories of organization.  
Or  
What are the strengths and limitations of the traditional approaches to work organization?
2. Describe the basic parts of an organization.  
Or  
What is organizational development? Examine its different models.  
Or  
Explain what is organizational analysis and organizational diagnosis?
3. Discuss the characteristics and features of organizational development.  
Or  
Discuss the various techniques of organizational development interventions.  
Or  
Examine the nature and scope of organization development.

Section- B

खण्ड—ब

अधिकतम अंक : 12  
Maximum Marks: 12

Note: Short Answer Questions. Answer should be given in 200 to 300 words each.  
Answer all questions. All questions are compulsory.

4. What skills are required in a change agent?  
Or  
Critically examine Herzberg's two factor theory.  
Or  
Discuss the role of a change agent.
5. Write the process of change implementation.  
Or  
What is need of quality of work life in an organization?  
Or  
What do you understand by consolidation and standardization?
6. How you will analyze and use interview data?  
Or  
Define the stages of Transactional Analysis.  
Or  
Describe the significant dimensions of institution building.
7. Explain the purpose of organizational analysis.  
Or  
Write the different steps in OD research process.  
Or  
Explain the major aspects of neoclassical view point.
8. What factors influence choice of an intervention?  
Or  
Why workers resist change.  
Or  
Discuss about quality of work life in Indian context.
9. Analyse the system approaches to work design.  
Or  
Who is an organizational expert? Write his/her qualities.  
Or  
What are the dimensions of Organizational Design?

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| Subject       | : Management                    | Subject Code | : MBA                                     |
| कोर्स शीर्षक  | : मानव संसाधन विकास             | कोर्स कोड    | : एम.बी.ए. 3.11(एन)/<br>एम.बी.ए. 5.11 (ओ) |
| Subject Title | : Human Resource<br>Development | Course Code  | : PGDHRD-03                               |

अधिकतम अंक : 30  
Maximum Marks: 30

Note: Long Answer Questions. Answer should be given in 800 to 1000 words each.  
Answer all questions. All questions are compulsory.

**Section- A**  
खण्ड—अ

अधिकतम अंक : 18  
Maximum Marks: 18

1. Why human resource development is essential for organizations? Explain the issues of HRD.

Or

What is Human Resource Development? Explain HRD mechanism process and outcomes?

Or

What is HRD? Discuss various HRD practices.

2. Discuss about the frame work of work motivation.

Or

State the nature and role of HRD in service Industry.

Or

Explain HRD Matrix?

3. What is the rationale of HRD for workers?

Or

What are the various forms of HRD organization?

Or

Highlight the importance of HRD in Government and Public System?

**Section- B**  
खण्ड—ब

अधिकतम अंक : 12  
Maximum Marks: 12

Note: Short Answer Questions. Answer should be given in 200 to 300 words each.  
Answer all questions. All questions are compulsory.

4. What is development approach to industrial relations?

Or

How do you compare National versus International HRD?

Or

What is counseling?

5. Explain the nature and role of the service sector.

Or

Explain Line manager and self renewal system?

Or

State various elements of HRD climate?

6. What are organizational outcomes of HRM systems?

Or

Write short notes on

(a) Task Delegation (b) Competency Analysis

Or

Define IR ? Why it is needed.

7. Explain the concept of developmental supervision.

Or

Explain the process of mentoring?

Or

Explain the rationale of HRD for workers?

8. Analyse the role of trade unions.

Or

What do you mean by organizational climate? Explain its elements.

Or

Discuss the various issues relating to the structuring for the HRD functions in India?

9. Write the process of counseling.

Or

Define Industrial Relations. What is the need for integration of HRD and IR.

Or

Discuss the HRD strategies adopted by SBI?

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| Subject      | : Management         | Subject Code | : MBA                |
| कोर्स शीर्षक | : मानव संसाधन नियोजन | कोर्स कोड    | : एम.बी.ए. 3.12/5.12 |

Subject Title : Human Resource Planning Course Code : PGDHRD-04

अधिकतम अंक : 30  
Maximum Marks: 30

Note: Long Answer Questions. Answer should be given in 800 to 1000 words each.  
Answer all questions. All questions are compulsory.

Section- A

खण्ड—अ

अधिकतम अंक : 18  
Maximum Marks: 18

1. Analyse the qualitative dimensions of human resource planning.  
Or  
Differentiate between Qualitative and Quantitative dimensions of Human Resource Planning?  
Or  
Describe the quantitative dimension of human resource planning.
2. Why rational and equitable pay structure is needed in the organizations?  
Or  
What are various approaches to Human Resource Planning?  
Or  
What are the recent Developments in Job Evaluation?
3. What are the linkages of job description and job specifications with job analysis?  
Or  
Discuss about Job Evaluation?  
Or  
Discuss the essential steps in Human Resource auditing process.

Section- B

खण्ड—ब

अधिकतम अंक : 12  
Maximum Marks: 12

Note: Short Answer Questions. Answer should be given in 200 to 300 words each.  
Answer all questions. All questions are compulsory.

4. Explain the recent development in job evaluation.  
Or

State the importance of proper induction?

Or

What is Human Resource cost?

5. How induction is an integrated part of training?

Or

Explain Selection Process?

Or

Write the uses of a job description.

6. Identify training needs.

Or

Discuss Government Regulations for Industrial Employment in India?

Or

Describe the objectives of job evaluation.

7. What is the purpose of human resource audit?

Or

How organization's can improve appraisal process?

Or

Discuss the dimensions of Manpower supply.

8. Write the essentials of recruitment policy.

Or

Why there is need for a Transfer policy?

Or

What are the essentials of recruitment policy?

9. Write a short note on computer applications in HRM.

Or

Discuss Reward Policies?

Or

How the Induction is an integrated part of training?



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| Subject       | : Management                    | Subject Code | : MBA                                      |
| कोर्स शीर्षक  | : श्रम संघ प्रबन्धन सम्बन्ध     | कोर्स कोड    | : एम.बी.ए. 3.13 (एन)/<br>एम.बी.ए. 5.13 (ओ) |
| Subject Title | : Union Management<br>Relations | Course Code  | : PGDHRD-05                                |

अधिकतम अंक : 30  
Maximum Marks: 30

Note: Long Answer Questions. Answer should be given in 800 to 1000 words each.  
Answer all questions. All questions are compulsory.

**Section- A**  
खण्ड—अ

अधिकतम अंक : 18  
Maximum Marks: 18

1. Describe the factors affecting union management relations.  
Or  
Discuss the three determinants of union management relations.  
Or  
Discuss the functioning of tri-partisem in industrial relations. State the objectives and role played by the main tripartite bodies in India.
2. Evaluate the strategic for interpersonal conflict resolution.  
Or  
What do you understand by External and Internal leadership in unions?  
Or  
Describe the evolution of trade unions in India.
3. Analyse the context and climate for collecting bargaining.  
Or  
Describe the strategies for interpersonal conflict resolution.  
Or  
Analyze the problems faced by trade unions in India. Which one do you think is the most serious problem and why?

**Section- B**  
खण्ड—ब

अधिकतम अंक : 12  
Maximum Marks: 12

Note: Short Answer Questions. Answer should be given in 200 to 300 words each.  
Answer all questions. All questions are compulsory.

4. Discuss the role of state in industrial relations.

Or

What do you understand by cultural diversity within a Nation?

Or

Highlight the impact of globalization and technological changes on workers in India.

5. What do you understand by workers participation in management?

Or

How you can make the workers participation more effective?

Or

Discuss the pros and cons of internal leadership and external leadership in trade unions.

6. How negotiation works for conflict resolution?

Or

What do you understand by code of discipline for trade unions?

Or

Discuss any four strategies of interpersonal conflict resolution.

7. Write the benefits of external leadership in unions.

Or

Write the role of state in union management relations?

Or

Explain the process of collective bargaining. What is its significance for management and workers in today's context?

8. Explain the strategies making workers participation more effective.

Or

What are the emerging concerns in Bargaining?

Or

Discuss any two modes of workers participation in management in India.

9. What is industrial conflict resolution?

Or

What do you understand by information sharing and employee participation?

Or

Evaluate the role of state in dispute settlement in Industrial context in India.