



Centre for Distance Learning

(Approved by Joint Committee of UGC-AICTE-DEC)

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MPDHR401: COMPENSATION MANAGEMENT

ASSIGNMENT – I 5 X 3 =15 Marks

1. Why and how pay design is linked to organization and job design?
2. Explain various schemes of tax planning
3. Explain the various ways in which performance appraisal is linked to rewarding scheme
4. Analyze the need and significance of ‘down-sizing’ and relate it to compensatory schemes, if any.
5. Write down the norms for fixation of wage and explain whether the same principles of wage fixation applicable to industries in public and private sector.

ASSIGNMENT – II 5 X 3 =15 Marks

6. Explain about the following:
 - a) Contracting out
 - b) Job Assignment
 - c) Equal pay for equal work
 - d) Comparative International Compensation
7. Explain the economic significance of the wage theories
8. Explain ‘tax planning’ and ‘tax avoidance’
9. Discuss the future trends in compensation management
10. ‘Job evaluation is more as systematic continuous procedure rather than a mere mathematics of science’ discuss.

MPDHR402: EMPLOYMENT LAWS

ASSIGNMENT – I 5 X 3 =15 Marks

1. ‘The momentum of industrial jurisprudence in India has its full circle with the on set of post-globalized era.’ Comment
2. Explain the constitutional scheme for protection of workers in India
3. Explain the procedure for ‘payment of minimum wages’ and ‘allowable deductions’ under the Minimum Wages Act 1948

4. Discuss the provisions relating to ‘health and safety’ under the Mines Act 1952
5. Critically examine the scope and object of ‘The Equal Remuneration Act, 1976

ASSIGNMENT – II 5 X 3 =15 Marks

6. Trace the development of Industrial Jurisprudence in India
7. Explain about the following:
 - a) Lock-out
 - b) Annual Leave and Wages
 - c) Equal Remuneration
 - d) Strike
8. Discuss the genesis of major amendments made of factory Act 1948 India
9. Discuss the procedure of ‘payment of compensation under Workmen’s Payment of Compensation Act, 1923
10. Write a note on the ‘Contract Labour (Regulation and Abolition) Act 1970

MPDHR403: EMPLOYMENT RELATIONS

ASSIGNMENT – I 5 X 3 =15 Marks

1. Explain the necessary conditions for the maintenance of sound industrial relations
2. Explain the function’s of trade unions? Why do union’s need security
3. What are the benefits of Quality Circles? Briefly explain
4. How do you prevent industrial conflicts? Explain
5. What is grievance procedure? Bring out its merits and demerits

ASSIGNMENT – II 5 X 3 =15 Marks

6. Explain about the following:
 - a) Activities of managerial unions
 - b) Functions of Industrial Relations
 - c) Identifying bargaining issues
 - d) Unfair labor practices
7. How do you prevent Industrial Conflicts?
8. Briefly discuss the worker’s participation/employee involvement practices of an organization with which you are familiar
9. Define the term “Dispute”, ‘strike’ & lock-out’ Briefly explain
10. Evaluate the IR in India? Briefly explain

**MPDHR404: INTERNATIONAL HUMAN RESOURCES
MANAGEMENT**

ASSIGNMENT – I 5 X 3 =15 Marks

1. Discuss two HR activities in which a multinational firm must engage that would not be required in a domestic firm
2. Outline the main characteristics of the ethnocentric and polycentric approaches to international staffing
3. What are some of the challenges faced in training expatriate managers?
4. Write short notes on:
 - i) Cross-cultural Training
 - ii) Repatriation
5. Identify four characteristics of multinationals that give labor unions cause for concern

ASSIGNMENT – II 5 X 3 =15 Marks

6. What are the main similarities and differences between domestic and international HRM?
7. Why is a greater degree of involvement in employees personal lives inevitable in many international HRM activities?
8. Write short notes on:
 - a) Culture shock
 - b) Approaches to IHRM
9. What are the Labor relations in MNCs?
10. What should be the main objectives for a multinational firm with regard to its compensation policies

NOTE:

- 1) Last date for submission of assignments for all the courses / papers is- 14th March for May exams or 14th October for Dec exams
- 2) Non-submission of assignments as per the scheduled date mentioned above attracts a fine of Rs. 200/- upto 25th March for May exams or 25th October for Dec exams per each assignment of a courses / paper and under any circumstances the assignments will not be accepted from 26th March/October for May/Dec exams.
- 3) Assignments are to be written in the Book-lets provided by CDL and other formats are not accepted.
- 4) Answer all 10 questions, in a single book only.