



GITAM
UNIVERSITY
(Estd. u/s 3 of the UGC Act, 1956)

Centre for Distance Learning

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

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MPDHR301 - HUMAN RESOURCE DEVELOPMENT

ASSIGNMENT – I 5 X 3 =15 Marks

1. Answer any **Five** of the following:
 - a) Human Resource Development
 - b) Mentoring
 - c) Learning principles
 - d) HRD Matrix
 2. What is integrated systems approach? Write its significance in increasing Organizational Performance?
 3. What is performance management? Explain its Objectives?
 4. Explain some important interventions of Organization Development?
 5. Explain the concepts of training and the process of Training?
- ##### **ASSIGNMENT – II 5 X 3 =15 Marks**
6. What do you understand by Executive Development, What are its Objectives?
 7. What are the current systems of Human Resource Development in government, Can you suggest a new approach to Human Resource Development in Government Systems?
 8. Write a brief note on Human Resource Development for Voluntary Organizations?
 9. What are the duties and responsibilities of Human Resource Development Manager?

10. Briefly explain the Human Resource Development challenges in the present and Future?

MPDHR302 - COMPENSATION MANAGEMENT

ASSIGNMENT – I 5 X 3 =15 Marks

1. What are the various functions of compensation and Reward in Organizations?
2. Explain the importance pay model plays in designing a Compensation Policy?
3. What are the factors that influence Compensation Policy at an Enterprise Level?
4. Explain the main provisions of the payment of Gratuity Act?
5. Explain the new approaches and trends in Executive Compensation?

ASSIGNMENT – II 5 X 3 =15 Marks

6. How do trade unions influence in determining Compensation levels?
7. What are the Merits and De-merits of Incentive Payments?
8. What is Profit-Sharing? What are the different types of Profit-Sharing?
9. Explain the Tax-Planning of various components of an Employee Compensation?
10. What are the Objectives of International Compensation Management?

MPDHR303 - EMPLOYMENT LAWS

ASSIGNMENT – I 5 X 3 =15 Marks

1. Discuss the Development and Growth of Labour Legislation in India? Explain the procedure relating to employment of young persons under Factories Act, 1948?
2. Explain the Safety and Health provisions under the Mines Act?

3. Explain Registration of Establishments and opening and closing hours of Shops and Establishments?
4. Define Trade Union and explain the procedure for registration of a Trade Union?
5. Explain the concept of minimum rate of wages as per sec-4 of the act and Elucidate the procedure for fixing and revising Minimum Rate of Wages?

ASSIGNMENT – II 5 X 3 =15 Marks

6. Explain the importance of Bonus and Calculation of Bonus under Payment of Bonus Act, 1965?
7. Explain the silent features of Equal Remuneration Act, 1976?
8. Explain the Carions benefits that are available to an employee under the E.S.I Act?
9. Explain the salient features of the Maternity Benefit Act of 1961?
10. Explain the importance and salient features of the EPF Scheme 1952? Explain the main provisions of the payment of Gratuity Act?

MPDHR304 - EMPLOYMENT RELATIONS

ASSIGNMENT – I 5 X 3 =15 Marks

1. Briefly explain the trusteeship approach to Industrial Relations?
2. Discuss the issues and challenges for the Industrial relations systems in India?
3. What is the procedure for certification of standing orders framed by an Industrial Establishment under the Industrial Employment (standing orders) Act, 1946?
4. Describe the structure of Trade Unions in India?
5. Briefly discuss the factors influencing the formation of Managerial Unions?

ASSIGNMENT – II 5 X 3 =15 Marks

6. What are the aims and objectives of the Employers' Organization in India?
7. What is Collective Bargaining? Outline the essential feature of Collective Bargaining?
8. Outline the Key Skills and techniques that are crucial to know for any Negotiation Situation?
9. What are the aims and objectives of workers' Participation in Management?
10. Briefly discuss the factors responsible for the failure of Participative schemes in India?

**MPDHR305 - INTERNATIONAL HUMAN RESOURCE
MANAGEMENT**

ASSIGNMENT – I 5 X 3 =15 Marks

1. Discuss various terms and concepts related concerning International Human Resources Management?
2. What are the influences of International environment affecting International Human Resources Management?
3. What is recruitment? Discuss various sources of recruitment at Macro-level that are followed by MNCs?
4. What are the Cultural Variations? How do they affect selection of employees by MNCs?
5. How is the International Training and Development different from the Domestic Training and Development?

ASSIGNMENT – II 5 X 3 =15 Marks

6. What is Cross-Cultural training? Why is it necessary in multinational companies?
7. What is Career planning? Why is it more important for expatriates?
8. What is base salary? How does it differ from Country to Country?

9. What is an International Industrial Relations? Who are the three actors of Industrial relation?
10. What are the experiences of Germany in the practice of Participative Management?

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.