



**GITAM**

**(Deemed to be 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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**MPDHR-301 -SOCIAL PROCESSES AND BEHAVIOURAL ISSUES**

**ASSIGNMENT-1**

**5 X 3 = 15 Marks**

1. What steps should organisations take to internalise their core values
2. Describe the factors which affecting interpersonal relations
3. Explain group formation as per Punctuated Equilibrium Model
4. “Cross-cultural behaviour influences individual and organisational behaviour”-. Discuss
5. How does organisational ethics affect managerial decision making

**ASSIGNMENT -2**

**5 X 3 = 15 Marks**

6. Describe group formation as per Five-Stage Model
7. Describe the characteristics of learning organisation
8. What do you mean by individual behavior? What are the factors that determine individual behaviour?
9. Explain various ingredients in building teams successfully?
10. What are the characteristics of learning organization?

MBA-3HRM

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**MPDHR-302- PERFORMANCE MANAGEMENT**

**ASSIGNMENT-1**

**5 X 3 = 15 Marks**

1. Describe the historical perspectives of performance management
2. What are the necessary conditions required for introducing performance related pay?
3. Discuss the various steps involved in performance appraisal process
4. Explain David Norton’s balanced scorecard approach
5. Goal Setting theory as foundation of performance management – Discuss

**ASSIGNMENT -2**

**5 X 3 = 15 Marks**

6. Why do EDPs fail in meeting their objectives? Give suggestions how to make the EDPs successful
7. What is 360 degree performance appraisal? What are its advantages and disadvantages?
8. Explain process of performance appraisal?
9. Explain the components included in the process of performance management
10. What is balanced scorecard approach is human resources?

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**MPDHR-303- EMPLOYEE WELFARE AND ADMINISTRATION**

**ASSIGNMENT-1**

**5 X 3 = 15 Marks**

1. Describe the theories which constitute the conceptual framework of labour welfare
2. Describe the roles of the trade unions under the changing perspectives
3. Explain the social security concept and its evaluation
4. Discuss the Central Machinery of Labour Administration in India
5. What is the role of Non-Government Organizations in Labour welfare?

**ASSIGNMENT -2**

**5 X 3 = 15 Marks**

6. Explain the role and status of Labour welfare Officer
7. Discuss the Constitutional Provisions in Relation to Labour Administration
8. Explain Clearly Trusteeship Theory of labour welfare
9. Explain the importance of social security measures in India
10. Write a brief note on evaluation of labour administrator in India

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**MPDHR-304- STRATEGIC HUMAN RESOURCE MANAGEMENT**

**ASSIGNMENT-1**

**5 X 3 = 15 Marks**

1. Explain the concept and significance of Strategic HR Management
2. Explain the 5-P model for linking people with strategic needs of business
3. How cross-cultural and multi skilling training will impact on organization?
4. What is HR evaluation? Briefly explain various methods of evaluation
5. What is linking business strategy and HR strategy?

**ASSIGNMENT -2**

**5 X 3 = 15 Marks**

6. How can HR strategies help on organization to create competitive advantage?
7. What are the need and objectives of the performance management system
8. “Competitive Advantage has shifted from tangible and physical resources to a more focus on intangible and knowledge assets” – Discuss
9. Explain the impact of technology and changing nature of work on Human Resource
10. What is HR Audit? List its objectives and outline its scope also

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**(MPDHR-305) HUMAN RESOURCE DEVELOPMENT**

**ASSIGNMENT-1**

**5 X 3 = 15 Marks**

1. Explain the contribution of HRD sub-systems to organizational performance
2. Explain the stages of career development process?
3. Explain the role and experiences of HRD in voluntary organizations
4. Discuss the duties and responsibilities of HRD manager?
5. Explain briefly Macro and Micro perspectives of Human Resource Development

**ASSIGNMENT -2**

**5 X 3 = 15 Marks**

6. Explain traditional and modern methods of performance appraisal?
7. Make a comparison between the HRD practices in Public Sector and Private Sector
8. Distinguish between mentoring and coaching? What is reverse Mentoring?
9. What are the factors influencing training and development?
10. Explain the various methods of performing HRD Audit

**NOTE:**

- 1) Last date for submission of assignments for all the courses / papers is- 30.11.2022
- 2) Non-submission of assignments as per the scheduled date mentioned above attracts a fine of Rs. 200/- upto 12.12.2022 per each assignment of a course / paper and under any circumstances the assignments will not be accepted from 13th December 2022.
- 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.