STUDENT ASSIGNMENTS

M.A HUMAN RESOURCE MANAGEMENT (MAHRM)

(SESSION 2019-2020)

INSTRUCTIONS

The students are required to read the assignments carefully and follow the instructions given below:

- Submission of one complete Assignment in each course of the programme every year is compulsory.

- Completed Assignments on prescribed Assignment booklets are to be submitted by hand or through post to the Study Centre/Programme Coordinator, CDOL as per dates mentioned in the Academic Calendar 2019-20 (http://jmi.ac.in/bulletinboard/academic-calendar/cdol).

- For Assignments Submitted after dates mentioned in the Academic Calendar, a late fee of **Rs. 100/-** per Assignment will be payable to CDOL through Demand Draft in favour of Jamia Millia Islamia, Payable at New Delhi.

- For Ex-Students who failed to submit Assignments during the course of the programme are required to submit **Rs. 200/-** per Assignment to CDOL in the form of Demand Draft in favour of Jamia Millia Islamia, Payable at New Delhi.

- Write your name, roll number and other details as required on the cover page of **Assignment Booklet.**

- **For your record you may keep a photocopy of your Assignment.**

- Contact your Study Centre/ Programme Coordinator to collect evaluated Assignments.

- **Please go through your Programme Guide carefully.**

Course Title- Human Behavior at Work	**Course Code - HRM-104**
Session – 2019-20	**Maximum Marks - 30**

Note: Attempt any three out of the following five questions. All questions carry equal marks.

1. What is personality? Discuss various factors of an effecting personality.
2. Explain the content theories of motivation.
3. Clarify the concept of leadership and discuss in detail participative leadership style.
4. Discuss Human behavior at work, its importance and key elements.
5. Write Short Notes on: Write Short notes on any *Two* of the following:
   a. Trait theory
   b. Group dynamics
   c. Team work

Course Title- Human Resource Development	**Course Code - HRM-105**
Session – 2019-20	**Maximum Marks – 30**

Note: Attempt any three out of the following five questions. All questions carry equal marks.

1. Describe the methods, factors in designing a training programme and its implications for Human Resource Development.
2. What do you understand by HRD strategies? Discuss with examples each step of designing HRD strategy?
3. What advantages and disadvantages might a company gain by HRD programs?
4. Clarify the concept of leadership and discuss in detail participative leadership style.
5. Write Short Notes on: Write Short notes on any *Two* of the following:
   a. Challenges and prerequisites of HRD
   b. Individual competencies
   c. Management Development Programme

Course Title- Talent Management	Course Code - HRM-202
Session – 2019-20	Maximum Marks – 30

Note: Attempt any three out of the following five questions. All questions carry equal marks.

1. What do you understand by Talent Management? What are the primary steps to acquire it in the organization?
2. Define Branding? Explain the strategies relevant to employers branding.
3. How is Recruitment different from Selection? What are the major objectives of Selection?
4. What is Strategic Retention Planning? What are the tools and techniques used by Human Resource Professionals to retain people in their organizations?
5. Write a short note on any two:-
    a) Recruitment Process
    b) Training Strategy
    c) Relationship Management
    d) Career Planning Process

Course Title- Change Management and Organization Development	Course Code - HRM-203
Session – 2019-20	Maximum Marks – 30

Note: Attempt any three out of the following five questions. All questions carry equal marks.

1. What is Change Management? Discuss Organizational change Management and Individual Change Management.
2. Explain the process of Change Management in the organization giving suitable examples.
3. What do you understand by Organizational Culture? Explain its various types.
4. What is Organizational Development? Explain its different characteristics.
5. Write a short note on any of these two:-
    a) Organizational Mirroring
    b) OCTAPACE Culture
    c) Process of Selection
    d) Leavitt's Model

Course Title- Stress and Conflict Management	Course Code - HRM-204
Session – 2019-20	Maximum Marks – 30

Note: Attempt any three out of the following five questions. All questions carry equal marks.

1. Define Organizational Stress? Explain the sources of stress at work.
2. Explain the term Stressors. What are its different types?
3. Define Conflict? What are the various sources of Conflict?
4. What are the various stages of Pondy's Conflict process model?
5. Write a short note on any of these two:-
    a) Intra Team Conflict
    b) Stress Management
    c) Pa reek's Model of Conflict Management
    d) Mediation Process

Course Title- Strategic Human Resource Management	Course Code - HRM-206
Session – 2019-20	Maximum Marks – 30

Note: Attempt any three out of the following five questions. All questions carry equal marks.

1. What is Strategic Human Resource Management? Explain the models of Strategic Human Resource Management.
2. Define Strategic Outsourcing? What are the advantages and disadvantages of outsourcing in an organization?
3. Define the Process of Job Analysis and its importance in HR Management.
4. Explain the steps involved in Employee Selection Process?
5. Write a short note in any one:-
    a) Phases of Training Process
    b) Divisional Structure
    c) Concept of HRIS and E-HR