

M.A HRM (NEW) – FINAL YEAR

Course Title: Employee Engagement

Course Code HRM 201

Session: 2019-2020

Maximum Marks: 30

Note: Attempt any three questions. All questions carry equal marks.

- 1. Why Employee engagement is important for organizations to grow and employee to perform better? List few best employee engagement practices from the industry.**
- 2. Highlight different approaches and theories of Labour welfare.**
- 3. Discuss various Provisions of Contract Labour Act, 1986.**
- 4. Why Social Security Measures are essential for employees in any organization? Briefly explain the Statutory Measures for engaged employees.**
- 5. Write Shorts notes on**
 - (a) Statutory measures for women**
 - (b) Voluntary measures for employee welfare**

Course Title: Talent Management

Course Code HRM 202

Session: 2019-2020

Maximum Marks: 30

Note: Attempt any three questions. All questions carry equal marks.

- 1. Briefly explain the concept of Talent Management. How can an organization identify and retain best talent?**
- 2. What is the role of Talent acquisition in an organization? What are the various steps involved in hiring a suitable candidate for a job vacancy.**
- 3. What is Employer Branding? How it can help in attracting talented human resource for the organization.**
- 4. “Retaining talent in an organization is a challenge to any organization”. How and why? Also explain some talent retention strategies.**
- 5. Write Shorts notes on**
 - (a) Career Management and Succession Planning**
 - (b) On board talent**

Course Title: Change management and Organizational Development

Course Code HRM 203

Maximum Marks: 30

Session: 2019-2020

Note: Attempt any three questions. All questions carry equal marks.

1. Briefly explain the term Change Management in an Organization. Highlight its needs, factors and process.
2. What are the various models and theories of planned change?
3. How organizational culture impacts the employee effectiveness in an organization? Also explain the management of organizational culture.
4. What is Organizational Development? Explain various OD intervention Techniques used for OD.
5. Write Shorts notes on
 - (a) OCTOPACE
 - (b) OD for managing Organizational effectiveness.

Course Title: Stress and Conflict Management

Course Code HRM 204

Maximum Marks: 30

Session: 2019-2020

Note: Attempt any three questions. All questions carry equal marks.

1. Explain the terms Stress and burnout highlighting its differences. What are the various stressors at work?
2. What do you understand by the term Workplace Conflict? Briefly explain the levels of conflict.
3. What is stress management? Also explain the various mechanism of coping stress at individual and organizational level.
4. Explain conflict prevention and management. How negotiation and mediation helps in conflict resolution?
5. Write Shorts notes on
 - (a) Life events and stress
 - (b) Functional and dysfunctional conflict.

Course Title: Corporate Governance

Course Code HRM 205

Maximum Marks: 30

Session: 2019-2020

Note: Attempt any three questions. All questions carry equal marks.

1. What do you understand by the term Corporate Governance? Briefly explain its theories.
 2. What is a corporation? Trace the evolution of Modern Corporation in society.
 3. Explain the term business ethics highlighting its values and dimensions. Also explain its Kantian approach.
 4. What is corporate social responsibility and accountability? Highlight few global CSR practices.
 5. Write Shorts notes on
 - (a) Gandhian Model
 - (b) Provisions of Companies Act, 1956
-

Course Title: Strategic Human Resource Management

Course Code HRM 206

Maximum Marks: 30

Session: 2019-2020

Note: Attempt any three questions. All questions carry equal marks.

1. What is business strategy? How business strategy is aligned with strategic Human Resource Management in an organization?
2. Explain the concept of Human resource environment and its emerging trends.
3. What competencies an HR professional must possess when working in a SHRM scenario. Explain with an example.
4. What do you understand by strategic recruitment and selection and strategic training and development?
5. Write Shorts notes on
 - (a) Employee relation strategy
 - (b) Henry Mintberg model

Course Title: Global Human Resource Management

Course Code HRM 207

Maximum Marks: 30

Session: 2019-2020

Note: *Attempt any three questions. All questions carry equal marks.*

1. What do you understand by Global HRM? How it is different from domestic HRM.
2. Explain the International Labour Standards in GHRM.
3. How cultural diversity is managed when comes to global workforce? What are the various cross cultural issues faced?
4. Explain the emerging trends in employee relations and employee involvement in GHRM scenario.
5. Write Shorts notes on
 - (a) International Hiring and Repatriation
 - (b) Managing personal and relationship issues.