STUDENT ASSIGNMENTS: 2018-19

FOR INDIAN DEFENCE PERSONNEL

__INSTRUCTIONS__

Indian Defence personnel enrolled for MA-HRM programme (under Distance Mode) at CDOL, Jamia Millia Islamia are advised to read 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 Programme Coordinator, CDOL, Jamia Millia Islamia, New Delhi as per dates mentioned in the Academic Calendar 2018-19 (http://jmi.ac.in/bulletinboard/academic-calendar/cdol).

- For assignments Submitted after dates mentioned in the Academic Calendar, a late fees 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 through Demand Draft drawn 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 Programme Coordinator to collect evaluated assignment.

- Please go through your Programme Guide carefully.

MA Human Resource Management
(For Indian Defense Personnel)

Course Title – Human Behavior at work	**Course Code - HRM-104**
Session – 2018 - 19	**Maximum Marks - 30**

NOTE: *Attempt any three questions. All questions carry equal marks.*
1. Define perception. Elaborate the theories of perception with examples.
2. What is meant by emotional intelligence? Discuss with due emphasize on its application.
3. Define motivation. Illustrate the need hierarchy theory of motivation and its implication.
4. What is leadership? Discuss the theories of leadership in brief with examples.
5. Write short notes on the following
   a. Job satisfaction
   b. Team work

Course Title – Human Resource Development	**Course Code - HRM-105**
Session – 2018 - 19	**Maximum Marks - 30**

NOTE: *Attempt any three questions. All questions carry equal marks.*
1. What do you understand by human resource development? Discuss it in the light of challenges and prerequisites.
2. Discuss the process, principles and strategies adopted in designing a training programme for human resource development.
3. Describe the models for training evaluation and justify how evaluation is a process of continuous monitoring?
4. Discuss in details the emerging trends of human resource development in Indian context.
5. Write short notes on the following
   a. Need identification
   b. Integrated model of HRD

Course Title – Talent Management	**Course Code - HRM-202**
Session: 2018 - 19	**Maximum Marks – 30**

NOTE: *Attempt any three questions. All questions carry equal marks.*
1. What do you understand by talent management? How will you retain talented employee in the organisation? Discuss.
2. Elucidate the strategies, process and methods of selection of employees for organisation.
3. What do you understand by employer branding? How does it help in attracting talented human resource? Illustrate.
4. What is strategic retention planning? Retaining talented employees has emerged as a major challenge for the organization today. Elucidate in Indian context.
5. Write short notes on the following:
   a) Relationship Management
   b) Succession Planning

Course Title – Change Management and Organisation Development   **Course Code – HRM-203**
Session: 2018 - 19   **Maximum Marks – 30**

NOTE: *Attempt any three questions. All questions carry equal marks.*
1. What is change management? Discuss its process and theories with examples.
2. What do you understand by strategic change management?
3. How does efficient management of organizational culture ensure employees effectiveness? Discuss.
4. Explain the various organisation development techniques with suitable examples.
5. Write short notes on the following:
   a) Appreciative enquiry
   b) Organizational Effectiveness

Course Title – Stress and Conflict Management   **Course Code - HRM-204**
Session: 2018 - 19   **Maximum Marks – 30**

NOTE: *Attempt any three questions. All questions carry equal marks.*
1. What is burnout? Discuss the main sources and stages of burnout.
2. What do you understand by the term stressors? Illustrate its various types and phases.
3. What is workplace conflict? Explain the various stages of Pondy's Conflict process model.
4. How do organizations respond to bring down employees stress and make them better use in the organisation? Elucidate.
5. Write short notes on the following:
   a) Style of conflict management
   b) Mediation process

Course Title – Strategic Human Resource Management   **Course Code - HRM-206**
Session: 2018 - 19   **Maximum Marks – 30**

NOTE: *Attempt any three questions. All questions carry equal marks.*
1. What is strategic management? How does business strategy align with the human resource management?
2. Describe the strategic management model provided by Henry Mintberg.
3. What do you understand by Strategic HR Planning and HR Acquisition?
4. Why is training a critical strategic issue for the organizations? What purpose is served by training and development? Discuss.
5. Explain in detail the concept of HRIS and E-HR? What are the advantages and disadvantages?