

STUDENT ASSIGNMENTS (SESSION 2018-19)

INSTRUCTIONS

The students are required 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 Study Centre/Programme Coordinator, CDOL 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 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**

M.A HRM (New) - Final Year

Course Title – Employee Engagement
Session: 2018 - 19

Course Code - HRM-201
Maximum Marks - 30

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

1. What do you understand by the term “employee engagement”? What all initiative an organization could undertake to enhance employee engagement?
2. What all steps are taken by the Government of India for the Labor Welfare?
3. Why Social Security is essential? Trace its genesis and evolution in India and mention various Social Security Acts passed by the Government.
4. Discuss the various Welfare provisions provided under the Factories Act-1948.
5. Write short notes on the following:
 - a) Voluntary measures which could be undertaken by the organization for employee welfare.
 - b) Describe statutory measures for the welfare of female employee.

Course Title – Talent Management
Session: 2018 - 19

Course Code - HRM-202
Maximum Marks – 30

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

1. What do you understand by Talent Management? How do you retain talented employee in an organization?
2. What is hiring? What are the various method of hiring? Briefly describe the advantages and disadvantages associated with each of method of hiring.
3. What do you understand by Employer Branding? Is it effective in attracting talented human resource? Illustrate.
4. Retaining employees emerged as a major challenge for the organization recently. Why? What steps do you suggest to retain talented employees in an organization?
5. Write short notes on the following:
 - a) Relationship Management
 - b) Succession Planning

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

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

1. What do you mean by Change Management? What all are the models of change management?
2. Discuss in detail Change Management strategies.
3. What is Organizational Culture? How do the cultures of the people impact the organizational culture?
4. What is Organization Development? Describe the Organizational Development intervention techniques.
5. Write short notes on the following:
 - a) Appreciative Enquiry
 - b) Organizational Effectiveness

Course Title – Stress and Conflict Management
Session: 2018 - 19

Course Code - HRM-204
Maximum Marks – 30

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

1. Define stress and its various sources. How do you minimize stress in an organization?

2. What are the various manifestations of stress? Describe the stressors.
3. What do you understand by the term 'Conflict'? What measures as an HR Manager should take to prevent conflict.
4. What is stress management? How one can prevent stress? Explain strategies for coping stress.
5. What do you understand by the term Negotiation and Mediation? Explain implementation of effective Mediation Program.

Course Title – Corporate Governance
Session: 2018 - 19

Course Code - HRM-205
Maximum Marks – 30

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

1. What is corporation? Trace its evolution.
2. What is Business Ethics? Describe the various philosophies associated with business ethics.
2. What is meant by the term company? What is the process of formation of a Company? Explain the winding up of a Company.
4. Elaborate the Gandhian approach to business ethics. Is it applicable in today's business scenario? Justify your answer with suitable examples.
5. What is a Corporate Social Responsibility? Do you agree with the view that its effect the profitability of the organization? Explain.

Course Title – Strategic Human Resource Management
Session : 2018 - 19

Course Code - HRM-206
Maximum Marks – 30

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

1. What is Strategic Management? How Business strategy is now aligned 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?
5. Explain in detail the concept of HRIS and E-HR? What are the advantages and disadvantages?

Course Title – Global Human Resource Management
Session: 2018 - 19

Course Code - HRM-207
Maximum Marks – 30

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

1. Discuss the impact of globalization in the Human Resource Management practices.
2. What are the challenges that are faced by HR in effective performance management including performance appraisal in MNCs?
3. Discuss in detail the cross-cultural issues and how HR manager is expected to deal with it.
4. Evaluate employee relations in a comparative perspective across few countries of your choice.
5. Managing personal and relationship issues emerged as a major challenge while firms go global, discuss.