



ANNAMALAI UNIVERSITY
DIRECTORATE OF DISTANCE EDUCATION

M.B.A. HUMAN RESOURCE MANAGEMENT

SECOND YEAR

Academic Year 2020 - 2021

ASSIGNMENT TOPICS

This booklet contains assignment topics. Students are asked to write the assignments for **SIX** papers as per instructions, those who have opted Project and Viva-Voce.

Students are asked to write the assignments for the **EIGHT** Papers as per instruction those who have opted **Two Theory** Papers (2.7.1 & 2.7.2) as specialization.

Last date for submission: **01.03.2021**

Last date for submission with late fee ₹ 300/- : **16.03.2021**

NOTE:

1. Assignments sent after **16.03.2021** will not be evaluated.
2. Assignments should be in the own hand writing of the student concerned and not type-written or printed or photocopied.
3. Assignments should be written on A4 paper on one side only.
4. All assignments (with Enrolment number marked on the Top right hand corner on all pages) should be put in an envelope with superscription "**MBA Assignments**" and sent to **The Director, Directorate of Distance Education, Annamalai University, Annamalainagar – 608 002** by **Registered post**.
5. No notice will be taken on assignments which are not properly filled in with *Enrolment Number* and the *Title* of the papers.
6. Students should send full set of assignments for all papers. Partial assignments will not be considered.

ASSIGNMENT INSTRUCTIONS

Write assignments on any *TWO* questions in each paper out of the *FOUR*. For each questions the answer should not exceed 15 – pages. Each assignment carries 25 marks (2 questions). You are expected to write **two questions for every subject**.

DR. A. RAJASEKARAN
DIRECTOR

2.1 ORGANISATIONAL DEVELOPMENT AND MANAGEMENT OF CHANGE

1. Examines some of the models of OD. Which do you think would be more appropriate for Indian Industries?
 2. "Human beings have a tendency to get merged to a group. This happens when majority of the groups have changed ultimately creating pressures on individuals to fall in line with change." Do you think this a desirable or an undesirable phenomenon? Give your views.
 3. "Many managers believe the effectiveness of third party peace making intervention rather than comprehensive intervention". Do you agree with this statement? Justify your views.
 4. "A well established company manufacturing readymade garment plans to introduce new machines and new methods of production. The workers in the factory numbering five hundred are fearful of the change resisting it in many ways." Advise the management how to solve the problem through derive the appropriate strategy.
-

2.2 TRAINING AND DEVELOPMENT

1. Assume yourself as a CEO of a Yarn Export Company, how will you design effective training policies in your company? Enumerate the various logistics arrangements needed for conducting training programmes in your company.
 2. "Most of the training programme fails due to improper need identification". If this is true, as a Trainer how will you identify the need for training of an organization? Express your views.
 3. Explain the merits and demerits of different types of training programs. Discuss their suitability in industries like power generation plant, mines and automobile assembly line.
 4. Device a mechanism of evaluating training and development effectiveness to assess whether training and development investment gives commensurate return. Justify your answer.
-

2.3 LABOUR WELFARE

1. "Labour welfare is not a barrier liability or useless expenditure but a wise investment." – Comment upon this statement.
2. "Safety of workers in mines is much more riskier than any other industrial establishments. We need to evolve a separate policy on their welfare and safety." – Do you think so? If so, given your opinion either supporting or defending this statement.

3. In what way industrial hazards can be reduced? Can we prevent accidents by weeding out accident - prone workers? Suggest suitable ways to reduce accidents in factories (choose an industry of your choice).
 4. Why worker's education is important? How do workers educations improve the productivity? Discuss.
-

2.4 INDUSTRIAL RELATIONS

1. What are the causes of poor Industrial relations? What are the effects? Give your suggestions to improve the legislation concerning industrial Relations in our country.
 2. Critically evaluate the unfair management practices and unfair union practices. Evaluate a strategy for balancing these two extremes, so as to ensure both are happy and end up with win-win situation.
 3. Enumerate the various factors involved in effective negotiation process. Explain the emerging issues in the administration of Collective Bargaining agreements in global context.
 4. "Enlightened Trade Unions are highly useful both to the working class and the management". – Examine the recent issues happened in Neyveli Lignite Corporation (NLC) as an example for the above statement.
-

2.5 WAGES AND SALARY ADMINISTRATION

1. What are the guidelines to be followed in preparing a wage structure at the enterprise level in a steel production company? Enlist the various problems in it.
2. When all employees are paid fundamentally the same amount of compensation, what is the likely impact upon satisfaction and behaviour? What effect would secrecy – of – pay policy have upon the situation?
3. Outline the purpose of a pay commission. How is it constituted? Critically examine the recommendations of any four central pay commissions of your choice.
4. "If selection and placement decisions are done effectively, individual performance should not vary a great deal, therefore, an incentive system is not necessary" – Discuss.

2.6 STRATEGIC MANAGEMENT

1. What is the six sigma strategies? Is this strategies has suitable to all the organization? If yes explain briefly if no justify your answer.
 2. A leading steel company approaches you for strategies formulation and implementation in the changing environment. Suggest them a combination of strategies for productivity improvement (Make necessary assumptions).
 3. Consider the shampoo market in India. Prepare a table showing the differences between the strategies adopted by top 5 brands. Explain each point.
 4. Differentiate between competitive advantage of a country and a corporate. Discuss how this can help a firm to win over competition and grab more market share.
-

2.7.1 E-COMMERCE

1. What type of electronic payment systems are required in E-Commerce? Why are there different types of payment systems? Explain the necessary characteristics of each type of payment system and give an example of each where it is used.
 2. Describe the current e-commerce scenario in India and explain the future prospect of e-commerce
 3. Take an example of any two e-commerce companies in India providing high end e-commerce solutions and describe how they established customer confidence, trust and ensured privacy and security of the e-commerce transactions.
 4. What is meant by Home entertainment? How it is related to E-Commerce and explains the size of the Home Entertainment Market?
-

2.7.2 BUSINESS RESEARCH METHODS

1. Why do business organizations need research? A company, faced with the problem of increasing rate of work force turnover, wants you to conduct a research on this problem. Prepare a blueprint on the research process, you will follow.
2. "Research is much concerned with proper fact finding, analysis and evaluation". Do you agree with this statement? Give reasons in support of your answer.
3. "Whenever possible, it is advisable to use instruments that have already been developed and repeatedly used in published studies, rather than develop our own instruments for our studies" - Do you agree? Discuss the reasons for your answer.
4. "Every data collection method has its own built-in biases. Therefore, resorting to multi-methods of data collection is only going to compound the biases", How would you critique this statement?