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

- Q.1 What are the causes of labour unrest in India? Briefly outline the post liberalization industrial relations scenario in India.
- Q.2 Discuss the weaknesses of trade unions in India. What should be done to strengthen the trade union movement in the country?
- Q.3 "Workers' participation in Indian has not been a resounding success." Do you agree? Give reasons.
- Q.4 Write short notes on the following: (a) Employee Empowerment (b) Quality Circles
- Q.5 Explain the principles of natural justice and describe how the process of domestic enquiry fulfils these principles?
- Q.6 Discuss the role of state in promoting healthy industrial relations in Indian context.
- Q.7 What are the objectives of collective bargaining? Discuss its process.
- Q.8 Critically examine the legal framework of industrial relations in India.



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

- Q.1 "The changing socio-economic scenario of the country has impacted the industrial relations to a large extent." Critically examine the statement.
- Q.2 Define trade union. Discuss the role and challenges of trade unions in the light current changes in the industrial environment.
- Q.3 Explain the meaning of productive bargaining. How is it related with collective bargaining? Discuss in detail the process of collective bargaining.
- Q.4 What is meaning of employee empowerment? Discuss in detail the various ways an organization can apply to empower its employees.
- Q.5 Discuss the meaning and objectives of participative management. What are various forms of workers participation in management?
- Q.6 Distinguish between a grievance and conflict. As an IR manager how can you manage the growing grievances in your organization?
- Q.7 Give a comprehensive note on the impact of technological changes on industrial relations and quality management.
- Q.8 Write short notes on any two of the following:
  - (a) Legal framework of industrial relations
  - (b) Role of the state in industrial relations
  - (c) Registration and recognition of trade union
  - (d) Gain Sharing



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

- Q.1 What are the emerging trends in industrial relations in the era of globalization? Examine the important changes in industrial relations during the current past.
- Q.2 Discuss in brief the legal framework for industrial relations in India. What changes would you suggest in this framework?
- Q.3 What are the functions of trade unions? Should trade unions be banned?
- Q.4 Workers participation in management has not been much successful in India. Why? Give suggestions to make it effective.
- Q.5 What do you understand by TQM? Discuss the perspective scenario of TQM in industry.
- Q.6 "Technology is the backbone of organizational relations." Comment.
- Q.7 What is Collective Bargaining? Explain the similarities and dissimilarities in respect of collective bargaining in development and developing nations.
- Q.8 Write short notes on any *three* of the following:
  - (a) Pre-requisites of discipline in organizations
  - (b) Reasons for poor work culture in public sector
  - (c) Grievances handling mechanism in industry
  - (d) The concept of quality circles



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MBA 3<sup>rd</sup> Semester, OBH – 311 (Management of Industrial Relations)

H.K. Hi-Tech

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

- Q.1 "Industrial Relations is a dynamic concept which depends upon pattern of society, economic system and political setup of a country and changing economic and social order." Explain the current state of industrial relations in the light of this statement.
- Q.2 Distinguish between registration and recognition of trade unions. What are the criteria prescribed for the registration of trade union under Trade Union Act, 1926?
- Q.3 Write a detailed note on the Legal Framework of Industrial Relations.
- Q.4 Why should organizations have a formal grievance handling procedure? Discuss the features of a mode grievance procedure in detail.
- Q.5 Discuss the major collective bargaining issues of today. What do you foresee as the major issues of the future? Elaborate along with collective bargaining process.
- Q.6 Elucidate the psychological, socio-cultural and legal factors responsible for the failure of workers participation in management scheme in India. Also highlight the benefits of the scheme.
- Q.7 How do the technological changes influence the industrial relations? Explain with examples. Do you believe that unions in India are ready to cooperate with management in bringing about requisite technological change?
- Q.8 Write short notes on any *two* of the following: (a) Trade Union and Management  
(b) Industrial Relations and State (c) Industrial Relations and Quality Management



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MBA 3<sup>rd</sup> Semester, OBH – 312 (Managing Interpersonal and Group Process)

H.K. Hi-Tech

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

- Q.1 "Group as a medium of learning can provide an edge to the organizations in competitive world." Justify this statement with examples.
- Q.2 Discuss the process of group decision-making with the advantages over individual decision making.
- Q.3 Elaborate the process of team building with examples. Also discuss the advantages of team building.
- Q.4 Write a detailed note on interpersonal communication with advantages in organizations.
- Q.5 "Feedback processes are effective means of controlling in organizations." Comment on statement.
- Q.6 Why resistance of change is found in organizations? Briefly explain the measure to overcome resistance.
- Q.7 Define the term organization development and the techniques of organization development.
- Q.8 Write short notes on the following: (a) Group as medium of learning and change (b) Influence Processes



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MBA 3<sup>rd</sup> Semester, OBH – 312 (Managing Interpersonal and Group Process)

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

- Q.1 What do you mean by International and Group Processes in organization? Discuss the managerial implications of interpersonal and group processes.
- Q.2 Explain the advantages and disadvantages of individual and group decision-making. Discuss the process of group decision-making.
- Q.3 What do you understand by group as a medium of learning? How can it be effectively used in modern organizations?
- Q.4 What do you mean by Team Building? Discuss the various stages in team building process.
- Q.5 Why are organizational changes often resisted by individuals and groups within the organization? How can such resistance be overcome?
- Q.6 Define Interpersonal Communication. Discuss the process and barriers in interpersonal communication.
- Q.7 Define organization development. Discuss the three important techniques of O.D.
- Q.8 Write short notes on any *two* of the following:  
(a) Group Synergy (b) Interpersonal Trust (c) Group Cohesiveness.



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MBA 3<sup>rd</sup> Semester, OBH – 313 (Human Resource Planning and development)

H.K. Hi-Tech

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

- Q.1 Define Manpower Planning. What are the activities involved in manpower planning?
- Q.2 What are the different methods of manpower wastage analysis? Do you think such methods are fool proof?
- Q.3 Do you think in India we are experiencing a change in the occupational pattern? Justify your answer.
- Q.4 Define Succession Planning. Enumerate the steps involved in succession planning.
- Q.5 Discuss the ways an organization might attempt to retain its most valued employees.
- Q.6 How does culture begin? What forces play an important part in sustaining culture?
- Q.7 What is Human Resource Information System? Describe the data elements in a human resource information system.
- Q.8 Write short notes on any *two* of the following:  
(a) QWL (b) Human Resource Accounting (c) Exit Strategies (d) Potential Appraisal



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MBA 3<sup>rd</sup> Semester, OBH – 313 (Human Resource Planning and development)

H.K. Hi-Tech

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

- Q.1 What do you mean by Human Resource Planning? Discuss the steps involved in the planning of human resources.
- Q.2 Discuss in detail the models and techniques of Manpower Demand and Supply Forecasting.
- Q.3 How is career management different from career planning? Discuss the career planning programme of any organization.
- Q.4 What do you mean by wastage analysis? How is it helpful in human resource planning and development?
- Q.5 Write a detailed note on retention, redeployment and exit strategies.
- Q.6 How are potential appraisal and career development related? What are the various techniques of potential appraisal?
- Q.7 "Human resource information system of any organization is a prominent intervention of human resource development." Comment.
- Q.8 Write short notes on any *four* of the following: (a) Labour market analysis  
(b) Work force flow mapping (c) Behavioural factors in human resource planning  
(d) HRD Climate (e) Human Resource Accounting



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

- Q.1 What is optimum manpower planning? You have been retained by an organization to develop a manpower planning system. What factors would you recommend them to consider for effective manpower planning?
- Q.2 What are the reasons for failure of management development programmes in India? What are your suggestions for making a management development program effective?
- Q.3 Write short notes on the following: (a) Work Force Flow Mapping (b) QWL
- Q.4 Present a brief account of HRD climate. What factors would you recommend to make culture conducive?
- Q.5 Explain how HRIS can reinforce strategic decisions in an organization.
- Q.6 What are the significance of HRD for National Planning?
- Q.7 Critically review the performance appraisal system in India. Elaborate your answer citing at least two organizations.
- Q.8 Write short notes on the following: (a) Exit Strategy (b) Redeployment Strategy



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MBA 3<sup>rd</sup> Semester, OBH – 314 (Organizational Effectiveness and Change)

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

- Q.1 Why do people normally resist change? What strategies you would recommend to manage employees' resistance to change?
- Q.2 Define the term effectiveness. What may happen if organizational effectiveness is missing? Discuss how organizational effectiveness can be attained?
- Q.3 Distinguish between empowerment and delegation of authority. Explain the process of employee empowerment.
- Q.4 Explain the typology of conflicts. Discuss the various conflict management strategies. How JOHARY window does contribute in conflict management?
- Q.5 How culture is different from climate? Explain the essentials of a performing culture. What steps would you recommend in sustaining a performing culture?
- Q.6 Explain the meaning and significance of OD. Give a brief overview of diverse OD interventions.
- Q.7 What is mean by planned change? Discuss the stages of planned change with suitable examples.
- Q.8 Write short notes any *two* of the following:
  - (a) Skills of change agents
  - (b) What are the essentials of good governance?
  - (c) Management strategies for gender issues.
  - (d) Explain the significance and process of organizational learning
  - (e) Comparative significance of creativity and innovation



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MBA 3<sup>rd</sup> Semester, OBH – 314 (Organizational Effectiveness and Change)

H.K. Hi-Tech

College of IT & Management

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

- Q.1 Explain the meaning, features and typology of organizational change. Discuss the Kurt Lewin's Model of planned change with relevant examples at each stage.
- Q.2 What are the common causes of employees' resistance to change? Explain the strategies to overcome this resistance.
- Q.3 How organizational efficiency is different from organizational effectiveness? Discuss the mechanism of attaining organization effectiveness.
- Q.4 Distinguish between creativity and innovation. Discuss the steps involved in creativity process. Explain in brief some innovative HR practices for employee development.
- Q.5 What do you mean by Conflict? Why functional conflicts are must for organizational effectiveness? Explain the strategies of conflict resolution.
- Q.6 What is the need of employee empowerment? Discuss the process and diverse benefits of employee empowerment.
- Q.7 "Cross-cultural diversity helps in the management of gender related issues." Critically elucidate the statement and give your answer in favour of or against the statement.
- Q.8 Write short notes on any *two* of the following:
  - (a) Discuss the different skills required in change agents
  - (b) Explain the merits and demerits of organizational learning
  - (c) What are the essentials of good governance?
  - (d) How do organizational power and politics affect intergroup behaviour?
  - (e) Discuss the elements of organizational climate in the light of OCTPACE.



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MBA 3<sup>rd</sup> Semester, OBH – 314 (Organizational Effectiveness and Change)

H.K. Hi-Tech

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

- Q.1 Distinguish between planned and unplanned change. Explain the steps involved in planned change.
- Q.2 Define Organizational Effectiveness? As a manager how can you encourage organizational effectiveness in your Organization?
- Q.3 What do you mean by Organizational Development? Discuss in brief the major OD interventions with their relative merits and demerits.
- Q.4 What are different types of change agents? Discuss the skills needed for the change agents.
- Q.5 Differentiate between culture and climate. Critically discuss the organizational implications of OCTAPACE.
- Q.6 Discuss the meaning and types of conflicts. Explain the strategies of conflict management.
- Q.7 "The emerging cross-cultural diversity presents more opportunities and less challenges." Elucidate and discuss the challenges and opportunities offered by the emerging cross-cultural diversity.
- Q.8 Write short notes on any *two* of the following:
  - (a) What are the essentials of good governance?
  - (b) How organizational learning can be cultivated?
  - (c) Discuss the merits and demerits of emerging gender diversity.
  - (d) Explain the process of empowerment.