


ANNAMALAI UNIVERSITY
DIRECTORATE OF DISTANCE EDUCATION
M.B.A. HUMAN RESOURCE MANAGEMENT

SECOND YEAR

Academic Year 2021 - 2022

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: 16.03.2022

Last date for submission with late fee ` 300/- : 19.04.2022

NOTE:

1. Assignments sent after 19.04.2022 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 question 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 R.SINGARAVEL
DIRECTOR

2.1 ORGANISATIONAL DEVELOPMENT AND MANAGEMENT OF CHANGE

1. If you are an OD consultant what types and levels of changes you would observe and study in any organization.
2. Learning organizations attack fragmentation, competitiveness, and reactivity" - Elaborate this statement?
3. "Resistance to change is an irrational response." Do you agree or disagree? Substantiate your views.
4. Discuss the major interventions. In your opinion, Which OD interventions are most effective? Why?

2.2 TRAINING AND DEVELOPMENT

1. Prepare a training schedule for a newly joined salesman in a textiles company.
2. Do you think job rotation is a good method to use for developing management trainees? Why or why not? Justify your answer with suitable examples.
3. HR functionaries are better suited to become trainers than line managers. They don't require training as they are experts in training. Give at least four arguments for against this statement.
4. Assume you are a Human resource manager in a manufacturing organization, If you had an opportunity to choose between adventure learning and action learning for developing an effective team in your organization, which would you prefer? Defend your choice with precise justification

2.3 LABOUR WELFARE

1. Write the various statutes enacted by Indian Parliament from time to time and various schemes implemented by government for the welfare of child, female and contract labours in India
2. Explain the following in detail
 - a) Suggestions to Strengthen Trade Unions in India
 - b) Benefits of Collective Bargaining
 - c) Prevention of Industrial Disputes in India
 - d) Need and Importance of Labour Welfare in India.
3. Give a detail note on voluntary welfare facilities provided by the Indian organization of your choice.
4. Explain the psychological issues relating to the employment and measures to be taken to prevent adverse impact on overall health of employees.

2.4 INDUSTRIAL RELATIONS

1. Explain the historical perspective of Industrial relations in India. Discuss the issues and challenges facing by the organizations related to industrial relations in an organization you are familiar with.
2. Trade unions are inevitable for industrial democracy" – comment on this statement with regard to its principles and functions.
3. Explain the meaning, origin and growth of trade unions in India. Describe the present trade union scenario of an industrial area with which you are familiar. What your suggestions are for strengthen the trade unions in India.
4. The effect of both strikes and lockouts are the same, as they both ensure that workers will be away from work. Examine whether and why management wants to declare lockouts and when workers want to go on strikes. Also identify the ways and means of resolving such disputes within the organization and through alternative mechanisms

2.5 WAGES AND SALARY ADMINISTRATION

1. Why pay commission abolition proposed by government of India? Give SWOT analytical report.
2. If selection and placement decisions are done effectively, an individual performance should not vary a great; therefore, an incentive system is not necessary". Do you agree to this statement? Justify your view.
3. Compare the Salary template of Four Companies and find out the one that has the most amount of Tax Saving schemes.
4. Do you agree that the objectives of collective bargaining are to reduce the areas of conflict and to create work atmosphere geared to productivity? Elucidate.

2.6 STRATEGIC MANAGEMENT

1. Illustrate with examples of hyper competition and competitive and dynamic approaches in strategic marketing.
2. Select an Automobile industry in India, and evaluate its competitive business strategy using Porter's five force model? What strategies can you suggest to convert the unattractive forces in to attractive ones?
3. Nowadays Product Diversification is a mandatory process in Indian Industry. Give an example for success and failure. Give reasons for the success and failure.
4. 'Formality is the enemy of creativity and innovation'. Informality is the enemy of disciplined and reliable performance'. Is it consequently impossible for an enterprise to be both innovative and disciplined? Investigate how these qualities can be combined.

2.7.1 E-COMMERCE

1. Enumerate Security of Internet hosts and networks, Public key infrastructure, Safety of E-Commerce applications, Electronic payment systems, Trust and reputation in E-Commerce.
2. Discuss the role of data mining techniques and data visualization in E-Commerce.
3. Describe the current e-commerce scenario in India and explain the future prospect of e-commerce.
4. Discuss about the prevention procedures of the firewall to avoid the attack from hackers.

2.7.2 BUSINESS RESEARCH METHODS

1. "Empirical research in India creates so many problems for the researchers" .State the problems that are usually faced by young researchers.
2. In order to improve the importance of chi square analysis, correlation analysis and t test. Create tables with imaginary and appropriate values and explain the results.
3. If a control group is a part of an experimental design, one need not worry about controlling other exogenous variables. –Discuss this statement.
4. Data processing is an intermediary stage of work between data collection and data analysis"- Explain the statement by enumerating the various operations involved in it.