Office of the Director

CENTRE FOR DISTANCE AND ONLINE EDUCATION

(Formerly School of Distance Learning and Continuing Education)

Kakatiya University (NAAC A+ Grade)

Warangal-506 009.

M.A./M.Com (Semester-III) Examination

(Academic Year: 2023-2024)

Semester	**:**	**III**
Name of the Student	:	
Hall-Ticket Number	:	
Name of the Course	:	
Paper (Title)	:	
Mobile Number	:	
Email Address	:	
Study Centre Name	**:**	

Signature of the Student with date

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M.A./M.Com (Semester-III) Examination (Academic Year: 2023-2024)

Dear Student,

Read the following **Instructions** very carefully before writing and submitting of all your Assignments. Write all your details on every Cover Page of Each Paper (Assignment). Students of various PG Courses have to submit Assignments **I & II** for each semester. The Assignments consists of **20 marks** and Assignment – **II** consist **25 marks**

(Note: Assignment-II in place of Seminar for 25 Marks)
(Write topic on top up of the page)

Instructions for Writing of Assignments:

1. Submission of Assignments is **Compulsory**.
2. Each Assignment-I should be written in **15-20 Pages. (Attach Question Paper)**
3. Assignment-II should be written in **15-20 Pages. (Attach Question Paper)**
4. Write answers clearly and visibly on **A-4 size only.**
5. Assignment should be written **ONE SIDE OF THE PAPER only.**
6. Assignment should be in student's own handwriting.
7. Printed/Carbon copies or computer print-outs **Will not be Accepted.** Any irregularity will be viewed seriously and the assignments will be **rejected.**
8. You can use CDOE (SDLCE) course material or other relevant Articles/Books for writing the assignments **I & II.**
9. Submit Assignment **I & II** separately with tape binding or spiral binding **only**.
10. Each Assignment **I & II** should be with a cover page. Write All Your Details in **Capital Letters on the cover page.**
11. Students those who fail to submit their assignments are **not allowed** write **SEMESTER EXAMS.**
12. **Submit** all your Assignments at your Study Centre (or) Room No. 7, **CDOE (SDLCE), KU only**.
13. **Last date for Submission of Assignments I & II is: 10-11-2026. Assignments will not be Accepted, After the Due Date.**
14. For any sort of doubts or queries in writing the assignments, students can contact the Coordinators of your center or **course-In-Charge of CDOE (SDLCE), KU.**
15. You may contact CDOE Enquiry Counter/directly or call **0870-2461480 , 0870-2461490**

From **10.30 am** to **4.30 pm** on all working Days.

Sd/-
DIRECTOR

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ASSIGNMENT-I

M.A. HRM Semester-III Examination (2023-24)

Paper-I: COMPENSATION AND REWARDS MANAGEMENT

Answer any *FIVE of* the following questions. **5x4=20 Marks**

1. Explain the Concept and Significance of Employee Remuneration.
2. Explain the Non-Monetary Benefits of Employee Remuneration.
3. Explain the significance of Dearness Allowance in wage payments.
4. Explain the various Methods of Wage Payment and the causes of Wage Deductions.
5. Distinguish between Wage Incentives and Non-Wage Incentives.
6. Explain the types of Bonus - Production Bonus, Efficiency Bonus and Profit Sharing Bonus.
7. Explain the Scope and Extent of Fringe Benefits.
8. Distinguish between Statutory and Non-Statutory Fringe Benefits in India.
9. Explain the Elements of Managerial Compensation.
10. Examine the Practices and Problems of Managerial Compensation in India.

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ASSIGNMENT-I

M.A. HRM Semester-III Examination (2023-24)

Paper-II : MANAGEMENT OF INDUSTRIAL RELATIONS

Answer any *FIVE of* the following questions. **5x4=20 Marks**

1. Explain the Concept and Evolution of Industrial Relations.
2. Describe the Industrial Relations Perspectives in Unitary, Pluralistic and Marxist Approaches.
3. Explain the Powers and Functions of Trade Unions.
4. Write a short note on the Trade Union Experiences in Asian Countries.
5. Explain the Structure and Functioning of the Indian Industrial Relations System.
6. Write a short note on the Role of State in Industrial Relations in India.
7. Explain the Organization, Objectives and Functions of the ILO.
8. Write a short note on the International Confederation of Free Trade Unions.
9. Distinguish between Conciliation and Adjudication.
10. Explain the Concept, Nature, Scope, Advantages and Disadvantages of Collective Bargaining.

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ASSIGNMENT-I

M.A. HRM Semester-III Examination (2023-24)

Paper-III: FINANCIAL MANAGEMENT

Answer any *FIVE of* the following questions. **5x4=20 Marks**

1. Explain the Concept and Role of Financial Management and the Goals of the Firm.
2. Write a short note on Human Resource Accounting - its Concept, Methods and Problems.
3. Distinguish between Over-Capitalization and Under-Capitalization.
4. Explain the causes and consequences of Over-Capitalization.
5. Explain the factors determining the Level of Working Capital.
6. Write a short note on the Importance of Balance Sheet.
7. Explain the Sources of Long Term Financing.
8. Distinguish between Financial Leverage and Operating Leverage.
9. Explain the Managerial Considerations in Capital Budgeting.
10. Distinguish between Pay Back Method and Net Present Value Method.

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ASSIGNMENT-I

M.A. HRM Semester-III Examination (2023-24)

Paper-IV: STRATEGIC MANAGEMENT

Answer any *FIVE of* the following questions. **5x4=20 Marks**

1. Explain the Rationality of Simon in Decision Making.
2. Distinguish between Decision Making and Decision Analysis.
3. Explain the Social Determinants of Decision Analysis.
4. Distinguish between Choice and Chance in Decision Making.
5. Distinguish between Policy and Strategy.
6. Explain the Kinds of Strategy - Stability, Retrieval and Growth Strategies.
7. Explain the importance of Business Mission and Company Profile in the Strategic Management Process.
8. Write a short note on Control and Evaluation and Feedback.
9. Explain the Threat of Entry and Rivalry among Competitors.
10. Write a short note on the Threat of Substitutes.

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ASSIGNMENT-I

M.A. HRM Semester-III Examination (2023-24)

Paper-V: HUMAN RESOURCE DEVELOPMENT

Answer any *FIVE of* the following questions. **5x4=20 Marks**

1. Explain the Concept of Human Resource Development.
2. Explain the Scope of Human Resource Development.
3. Explain Performance Appraisal as a tool for Development.
4. Write a short note on Career Planning and Quality of Work Life.
5. Explain the importance of Curriculum and Modules in H.R.D. instructional design.
6. Write a short note on Self-Directed Learning and Behaviour Modeling.
7. Distinguish between On-the-Job Training and Off-the-Job Training.
8. Write a short note on Vestibule Training and Management Games.
9. Explain the need for Evaluation of H.R.D. Programmes.
10. Write a short note on Human Resource Development Accounting.

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ASSIGNMENT-I

M.A. HRM Semester-III Examination (2023-24)

Paper-VI : PROJECT AND OPERATIONS MANAGEMENT

Answer any *FIVE of* the following questions. **5x4=20 Marks**

1. Explain the Concept and Scope of Project Management.
2. Explain the importance of Effective Project Management.
3. Explain the Concept and Role of Operations Management in the total Management System.
4. Explain the Inter-Relationship between Product Life Cycle and Process Life Cycle.
5. Explain Aggregate Planning and Operations Scheduling.
6. Write a short note on Maintenance Management - Failure Concept, Reliability and Replacement Policies.
7. Explain the concept of Quality Assurance and Quality Circles.
8. Distinguish between Control Charts for Variables and Control Charts for Attributes.
9. Explain the Need and Importance of Materials Management.
10. Write a short note on the Concept of Waste Management.

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ASSIGNMENT-II

(Note: Assignment-II is in place of Student Seminar for 25 Marks)

Subject: M.A. HRM Semester-III Examination (2023-24)

Note: Answer any ONE TOPIC of the following. 25 Marks

1. Explain the concept and significance of employee remuneration to management, employees, consumers and society. Discuss the monetary and non-monetary components of remuneration and the principles governing wage fixation in India.
2. Discuss the types of wage and non-wage incentives and various types of bonus. Explain the calculation of bonus under the Payment of Bonus Act, 1965, including the determination of available surplus and the set-on and set-off principles.
3. Discuss the various approaches to Industrial Relations — Sociological, Psychological, Marxian, Gandhian and Systems approaches. Compare the industrial relations systems of India, U.K., U.S.A. and Japan.
4. Explain the origin, growth and functioning of trade unions in India and the problems of the Indian trade union movement. Discuss collective bargaining and workers' participation in management with reference to India, U.S.A., U.K., Germany and Yugoslavia.
5. Explain the concept, role and goals of financial management and the functions of the finance manager. Discuss Human Resource Accounting — its concept, methods and problems — and its relationship with financial management.
6. What is Working Capital? Discuss the determinants of working capital and the management of current assets and liabilities, with special reference to the management of receivables, inventory and cash.
7. Explain the concept, context and role of strategic management. Discuss the components of strategic management — objectives, goals, mission and diagnosis of performance — and the kinds of strategy (stability, retrieval and growth strategies).
8. Describe the strategic management process, including business mission, company profile, external and internal audit, strategic analysis and choice, and control and evaluation. Explain Porter's competitive analysis of industries with reference to threat of entry, rivalry and substitutes.
9. Explain the concept, scope and importance of Human Resource Development. Discuss the various HRD mechanisms such as performance appraisal, performance coaching, career planning and quality of work life.
10. Discuss on-the-job and off-the-job training methods, including simulation, vestibule training and management games. Explain how the effectiveness of HRD programmes can be evaluated and the concept of HRD accounting.
11. Explain the concept, scope and importance of project management. Discuss the various phases of the project management process — initiation, planning, execution, monitoring and controlling, and closing.
12. Discuss the objectives and techniques of quality control, including statistical quality control, control charts for variables and attributes, and acceptance sampling plans. Also explain work study, methods study and work measurement.

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