

Assignment Questions for MBA 4th Semester (R & B)

INSTRUCTIONS FOR THE ASSIGNMENT

(No need to print this instruction page)

1. Answer any three questions (10X3=30) (Maximum 800 words) from each of the paper.
2. It is also advised to take a printout this paper in A4 size (print double side to avoid the wastage of paper) and write the assignment answers with your own handwriting in black/Blue ball point pen. Pictures, diagrams, tables can also used for better description.
3. Students can refer both Primary & Secondary sources for preparing the assignment.
4. You are instructed to submit assignment at the time of University Examination.
5. The assignments will be collected paper wise during the day of examination. Use plastic cover or plastic sheets, plastic sticks are strictly prohibited.
6. *Photocopied assignments will not be accepted.* However one can keep a copy (Soft/Hard) of the same for further reference.
7. Take Printout of last page and mention question number, if additional page required for any question.
8. It is mandatory for the students to mention his/her name, enrollment number and number of pages in the top of the page and put name and signature in the bottom of the page (Declaration).

TIME TABLE - 2YR MBA 4th SEMESTER EXAMINATION, 2023 (NEW SYLLABUS)- (R & B)
TIME – 1.30 P.M to 4.30 A.M (ADMISSION BATCH 2021, 2020, 2019, 2018, 2017)

DATE	PAPER	SUBJECT Group-1							
		HRM Spl	MM Spl	FM Spl	BIM Spl	POM Spl			
24/07/2023	P-23	HRPD	CB	FMI	RC&M	TQM			
25/07/2023	P-24	MERRL	ABM	MBFS	BIL	PMM			
26/07/2023	P-25	MTD	PSDM	SAPM	BIM	OPC			
DATE	PAPER	SUBJECT Group-2							
		HRM Spl	MM Spl	FM Spl	BIM Spl	POM Spl	DNM Spl	TTM Spl	ISM* Spl
27/07/2023	P-26	HRPD	CB	FMI	RC&M	TQM	HSM	TTT	RDBMS
29/07/2023	P-27	MERRL	ABM	MBFS	BIL	PMM	TM	HM	ERP
31/07/2023	P-28	MTD	PSDM	SAPM	BIM	OPC	MMFI	TOTM	SAD
01/08/2023	P-29	Project Viva							
02/08/2023	P-29	Project Viva							

(*ISM Special paper exam timing is 1hr 30 minutes & ISM Specialization Lab viva timing will be informed during the examination)

(Examinees will appear the examination as per the specialization selected earlier. The same will also be reflected in the Admit Card.)

Student Name: _____ University Roll No.: _____

Course: MBA Semester: 4th Subject: **HRPD (HRM SPL.)** Total No. of pages submitted: _____

Q1. In the context of globalization and increasing competitiveness, many organizations find that they not only have excess manpower, but also inadequate supply of human resources. Explain the reasons why organizations find themselves in such situations and examine how Human Resource Planning could have helped them to avoid such a scenario.

Ans:

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(Signature of the Student)

Student Name: _____ University Roll No.: _____

Course: MBA Semester: 4th Subject: **HRPD (HRM SPL.)** Total No. of pages submitted: _____

Ans to Q1:

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Course: MBA Semester: 4th Subject: **HRPD (HRM SPL.)** Total No. of pages submitted: _____

Q2. HRIS offers a wide range of HR uses, the most basic being the automation of payroll and benefit activities. In the light of the above statement discuss the objectives, importance and functions of HRIS.

Ans:

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Student Name: _____ University Roll No.: _____

Course: MBA Semester: 4th Subject: **HRPD (HRM SPL.)** Total No. of pages submitted: _____

Ans to Q2:

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Course: MBA Semester: 4th Subject: **HRPD (HRM SPL.)** Total No. of pages submitted: _____

Q3. There is no impact of current economic scenario on the HRD department of an organization as employees are required to be developed in any case. Critically evaluate the statement along with justification of your answer. Also discuss the strategy that HRD head should adopt in the time of financial crises.

Ans:

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Course: MBA Semester: 4th Subject: **HRPD (HRM SPL.)** Total No. of pages submitted: _____

Ans to Q3:

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Course: MBA Semester: 4th Subject: **HRPD (HRM SPL.)** Total No. of pages submitted: _____

Q4. How can a company use career programme to retain the most talented employees? What career programme would keep you employed at a particular firm?

Ans:

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Student Name: _____ University Roll No.: _____

Course: MBA Semester: 4th Subject: **HRPD (HRM SPL.)** Total No. of pages submitted: _____

Ans to Q4:

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Student Name: _____ University Roll No.: _____

Course: MBA Semester: 4th Subject: **HRPD (HRM SPL.)** Total No. of pages submitted: _____

Q5. 'Work-life balance involves harmonizing the needs of career and personal life' Explain. Also discuss the approaches to improve quality of working life in an industrial organization and state its impact on organizational culture.

Ans:

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Course: MBA Semester: 4th Subject: **HRPD (HRM SPL.)** Total No. of pages submitted: _____

Ans to Q5:

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Student Name: _____ University Roll No.: _____

Course: MBA Semester: 4th Subject: **MERRL (HRM SPL.)** Total No. of pages submitted: _____

Q1. Explain the provision relating to health and safety under factories act 1948.

Ans:

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Student Name: _____ University Roll No.: _____

Course: MBA Semester: 4th Subject: **MERRL (HRM SPL.)** Total No. of pages submitted: _____

Ans to Q1:

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Student Name: _____ University Roll No.: _____

Course: MBA Semester: 4th Subject: **MERRL (HRM SPL.)** Total No. of pages submitted: _____

Q2. State and explain the various benefits available to employees under the E.S.I. Act, 1948.

Ans:

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Student Name: _____ University Roll No.: _____

Course: MBA Semester: 4th Subject: **MERRL (HRM SPL.)** Total No. of pages submitted: _____

Ans to Q2:

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(Signature of the Student)

Student Name: _____ University Roll No.: _____

Course: MBA Semester: 4th Subject: **MERRL (HRM SPL.)** Total No. of pages submitted: _____

Q3. Explain and discuss the important provisions of the employee provident fund act, 1952.

Ans:

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Ans to Q3:

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Student Name: _____ University Roll No.: _____

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Q4. Discuss the object and purpose of the payment of wages act, 1936 and enumerated the various deduction.

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Course: MBA Semester: 4th Subject: **MERRL (HRM SPL.)** Total No. of pages submitted: _____

Ans to Q4:

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Course: MBA Semester: 4th Subject: **MERRL (HRM SPL.)** Total No. of pages submitted: _____

Q5. Discuss the mode of registration of a trade union. What are the main provisions contained in the rules of a trade union?

Ans:

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Course: MBA Semester: 4th Subject: **MERRL (HRM SPL.)** Total No. of pages submitted: _____

Ans to Q5:

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Student Name: _____ University Roll No.: _____

Course: MBA Semester: 4th Subject: **MTD (HRM SPL.)** Total No. of pages submitted: _____

Q1. As an HRD head, you have learned from your past experience that training is a type of 'transformation' of employees from normal to better performers. Keeping in mind the value of training, describe the cost effective & best training techniques for a group of 120 field supervisors working for your electronics services industry

Ans:

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Course: MBA Semester: 4th Subject: **MTD (HRM SPL.)** Total No. of pages submitted: _____

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Ans to Q1:

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Course: MBA Semester: 4th Subject: **MTD (HRM SPL.)** Total No. of pages submitted: _____

Q2. As an in house trainer of a service industry engaged in shares & financial activities, you are required to prepare a three days' workshop for middle line managers explaining how CBT (Computer Based Training) can reduce the cost of training and enhance the effectiveness of the training procedure as a whole. What will be your course of action?

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Course: MBA Semester: 4th Subject: **MTD (HRM SPL.)** Total No. of pages submitted: _____

Ans to Q2:

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Student Name: _____ University Roll No.: _____

Course: MBA Semester: 4th Subject: **MTD (HRM SPL.)** Total No. of pages submitted: _____

Q3. Your boss is interested in hiring a consultant to help identify potential HR manager from current employees of a fast food restaurant. The HR manager's job is to look after the employees' needs, oversee all the aspects of restaurant operation including scheduling, planning, coordinating, communicating, on the job training, recruitment, solving disputes among employees and to motivate employees to provide high quality service. Your boss asks you to design as assessment programme to identify employees who could be successful HR mangers. What will be your course of action?

Ans:

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Course: MBA Semester: 4th Subject: **MTD (HRM SPL.)** Total No. of pages submitted: _____

Ans to Q3:

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Course: MBA Semester: 4th Subject: **MTD (HRM SPL.)** Total No. of pages submitted: _____

Q4. As the head of a distance learning centre, you have to send the study material to your students. What will be your criteria for selecting the medium of teaching to ensure timely and effective transmission keeping in mind the best utilization of electronic media?

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Q5. In Mahindra & Mahindra the training for the executive level is mainly conceptual level training called Ascent. It is a six day training imparted in two parts of three days each with some gap in between. The focus of Ascent is on the concepts of industrial intricate functions. Apart from this, there is a one day program me called MGTP which consists of technical training covering the need of manufacturing system, supplies module and certain question answer sessions. The training for staff level is called Stride. It is also a six day training program conducted in two parts of three days each focusing on the conceptual skills of the staff level. This is the main training program for the staff. The training program for the workers level mainly comprises of developmental and behavioral programs with stress on self maintenance, moral values and some modules on the work stress and hygiene, safety, etc. all the workers are supposed to undergo these programs . The feedback is in the form of individual talk with the HR personnel. They are asked to fill in a form, of individual talk with the HR personnel. They are asked to fill in the form, in the course of discussion, regarding the training. This is then evaluated. As such, there is no standard feedback system.

Questions:

- 1. Analyze training at Mahindra & Mahindra. How can you improve the training effort further?**
- 2. This case is an excellent example of “Efficient training Need Assessment.” Discuss**

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