

## **HR Specialization Semester: Fourth**

### **403HR Employment Relations**

1. Explain the various approaches to Employment Relations.
  2. Explain the various dispute settlement machineries under ID Act 1947.
  3. What are the salient features of Industrial Employment (SO) Act 1946? What are the principles of natural justice?
  4. Explain the procedure for registering and licensing of contractors under Contract Labor Act, 1970.
  5. What do you mean by trade unions? Explain the salient features of Trade Union act, 1926.
  6. Explain the concept of Workers' Participation in Management. Challenges faced by organizations while implementing WPM.
  7. Why Collective Bargaining is important? Explain the things to be considered before collective bargaining begins.
  8. What are the cultural aspects in Employee Relations? Explain in brief.
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### **404 HR Strategic Human Resource Management**

1. Define SHRM. Discuss the aims and evaluation of SHRM.
  2. Explain concept of SHRM and its need, challenges in today world.
  3. Define Talent Management? Discuss its characteristics and principles.
  4. Write a short note on
    - i) Career Planning
    - ii) Succession Planning
    - iii) Competency and potential Development
  5. Define competencies .How Competencies are useful in HR strategies.
  6. Explain the cultural issues in mergers and acquisition along with effect on performance of organization.
  7. Describe the strategies for improving origination and effectiveness.
  8. Elaborate employee engagement strategy and HR strategies for development of culture.
  9. How an organization handle compensation issue.
  10. Write a short note on
    - i) Attracting and Retention of Talent
    - ii) Competencies Mapping
  11. What do you understand by international compensation? Explain in details factors influencing compensation policy.
  12. Explain importance of training and development of international staff. Explain the term Global Compensation Issues.
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### **407HR Employee Reward Management**

1. Explain the reward management process. What issues need to be considered while rewarding employees. Why do companies need to reward their employees?
  2. Do small companies need to develop a reward plan? Why or why not?
  3. Explain the role played by the Unions in rewarding employees.
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### **408HR Change Management**

1. Explain the Kurt Lewin's three step model of change with suitable example.
  2. Why do employees resist change? Explain ways of creating a culture for change.
  3. Explain the issues need to be considered while implementing change.
  4. What are the prerequisites of successful change?
  5. Visit any manufacturing/ IT/ITES Company and prepare the report.
    - a. The challenges faced by the company while implementing change.
    - b. The company strategies to overcome these challenges (What do company do to overcome these challenges?)
    - c. Your recommendations to the company.
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### **410HR Lab in CSR**

1. Define CSR. What things are need to be considered while implementing CSR? What are the main challenges that the field is facing?
  2. Explain the CSR initiatives of the manufacturing companies (any five) around Pune region.
  3. Visit any industry (manufacturing/services) and prepare the detail report. Report includes:
    - a. Why companies do CSR?
    - b. CSR Policies of the company
    - c. Recent CSR activities of the company
    - d. Challenges/ Problems faced by the company while implementing CSR activities.
    - e. Conclusion and recommendations to the company
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### **414HR Emerging Trends in HR**

1. What is talent management? What are the recent trends in retaining talent?
2. What do you mean by skill development program? Why skill development programs are necessary? Explain the various skill development activities of IT industries.
3. As a HR professional how do you deal in the following cases:
  - a. Recruitment strategies when organization going multinational
  - b. Improving organizational performance (Discuss various training tools)

- c. Improving Union Management relations
  - 4. Study the various training and development activities of any manufacturing company and prepare a report in brief.
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