



MOHANLAL SUKHADIA UNIVERSITY  
UDAIPUR

PROGRAMME OF M.H.R.M EXAMINATION 2013-14

TIME : 2.00 PM TO 5.00 PM

**I. SEMESTER**

DATE	DAY	PAPER CODE	PAPER
01.01.2014	Wednesday	602	HUMAN RESOURCE MANAGEMENT
03.01.2014	Friday	603	MANAGEMENT OF INDUSTRIAL RELATIONS
06.01.2014	Monday	604	BUSINESS STATISTICS AND RESEARCH METHODOLOGY
09.01.2014	Thursday	606	MANAGERIAL COMMUNICATION
11.01.2014	Saturday	605	COMPUTER APPLICATION - I
15.01.2014	Wednesday	601	MANAGEMENT OF CONCEPTS & PRACTICES

TIME : 2.00 PM TO 5.00 PM

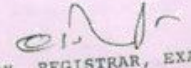
**III. SEMESTER**

DATE	DAY	PAPER CODE	PAPER
02.01.2014	Thursday	621	HUMAN RES. PLANING & SELECTION
04.01.2014	Saturday	623	COMPENSATION MANAGEMENT & EMPLOYEE WELFARE
08.01.2014	Wednesday	624	NEGOTIATION & UNION MANAGEMENT RELATIONS
10.01.2014	Friday	626	ORGANIZATIONAL PSYCHOLOGY
13.01.2014	Monday	627	PERFORMANCE MANAGEMENT & RETENTION STRATEGIES
16.01.2014	Thursday	622	TRAINING & DEVELOPMENT
18.01.2014	Saturday	625	MANAGEMENT INFORMATION SYSTEM & E-BUSINESS

**NOTE :-**

1. No guarantee is given to the candidates regarding the order of question papers.
2. If there is any complaint against the question papers. The same may be communicated to the university through the center suptd. Within a week's time from the date of examination concerned, failing which no complaint will be entertained by the university.
3. In case of any holiday is declared on the date of examination, the university will have the right to postpone it to a later date.

DATE : 10.12.2013

  
DY. REGISTRAR, EXAM.  
M.L.S. University

14/12/13



**MASTER OF HUMAN RESOURCE MANAGEMENT  
(MHRM)**

**Two-year (4 semesters) Full-Time Course  
SCHEME OF PAPERS**

**PART - I**

**SEMESTER -I**

- Paper 101 Management Concepts and Practices
- Paper 102 Human Resource Management
- Paper 103 Management of Industrial Relations
- Paper-104 Business Statistics and Research Methodology
- Paper-105 Computer Applications
- Paper-106 Managerial Communication
- Paper-107 Viva-Voce

**SEMESTER -II**

- Paper-201 Human Resource Development
- Paper-202 Organizational Behavior
- Paper-203 Organizational Development
- Paper-204 Business Environment
- Paper-205 Industrial Relations Laws
- Paper-206 Managerial Effectiveness
- Paper-207 Summer Training and Industrial Tour

**PART - II**

**SEMESTER -III**

- Paper-301 Human Resource Planning
- Paper-302 Training and Development
- Paper-303 Wages and Salary Administration
- Paper - 304 Negotiation and Union Management Relations
- Paper-305 Human Resource Information Systems
- Paper-306 Organizational Psychology
- Paper-307 Performance Management and Retention Strategies.

**SEMESTER -IV**

- Paper-401 Management of Transformation
- Paper-402 Contemporary Issues of Human Resource Management
- Paper-403 Strategic Management
- Paper-404 International Human Resource Management
- Paper-405 Empowerment and Participative Management
- Paper-406 Business Ethics & Corporate Governance
- Paper-407 Project Report & Viva Voce



**Semester - I**  
**PAPER -101 MANAGEMENT CONCEPTS AND PRACTICES**

**Objectives-**

The objectives of the course is to develop an understanding of the process of Management related to the basic functions and management challenges in the emerging perspective.

**Contents:-**

**UNIT - I**

**Introduction:** Concept, nature, Process and significance of Management. Management Role (Mintzberg). Development of Management Thought: Classical, System and Contingency Approaches.

**UNIT - II**

**Planning and Control:** Concept, Types and process of planning. Decision Making Concept and Process. Management by Objectives. Corporate Planning: Environment Analysis and Diagnosis. Managerial Control: Concept and the process. Designing an Effective Control System. Techniques: Traditional and Modern (PERT & CPM).

**UNIT - III**

**Organizing:** Concept, Nature, Process and Significance. Delegation: Concepts, Significance, Process and Guidelines to Effective Delegation. Decentralization: Concept and Factor Affecting Decentralization. Departmentation- Basis and Formats (Projects and Matrix). Formal and Informal Organization.

**UNIT - IV**

**Directing:** Concept, Importance and Techniques.

**Motivation:** Concept, Nature, Types and Techniques. Theories of Motivation: Maslow's Need Hierarchy Theory, Herzberg Two Two-Factor & Mc Gregor's Theory X and Theory Y. Essentials of a sound Motivational System.

**Leadership:** Concept, Characteristics, Function and types of leadership. Theories of Leadership; Trait Theory, managerial Grid and Hersey and Blanchard's Model.

**UNIT - V**

**International Management Practices:** A comparative study of management practices in India, Japan, USA and China with particular reference to planning, Organizing, Directing, Staffing and Controlling. Recent Development in the field of management in a Global perspective.