

Centre for Distance and Online Education
H.P. University, Summer Hill, Shimla-5

(NAAC Accredited 'A' Grade University)

Subject: Organizational Effectiveness, Change and Organizational Development

Subject Code: 201

Assignment Questions

Note: a) Attempt any three questions from Assignment-01 and 03 from Assignment 02.

b) Submission of assignments is mandatory before examination.

Assignment-01: (Attempt any three questions)

1. Explain the role of organizational culture in managing change. How does the socialization process influence this culture?
2. Discuss the various dimensions of change within an organization. How does understanding these dimensions help in managing the change process effectively?
3. Who is a change agent? Discuss the essential skills required by a change agent and describe the relationship they must build with the client during a change process.
4. Describe the strategies for implementing organizational change. How can an organization ensure the successful adoption of these strategies?
5. Define organizational effectiveness. Discuss its various approaches and identify the key determinants that contribute to an organization's overall effectiveness.

Assignment-02 (Attempt any three questions)

1. What is organizational diagnosis? Explain the methods used for collecting data and identifying problems within an organization.
2. Define organizational development (OD). Explain its objectives, characteristics, and discuss any one model of OD in detail.
3. Discuss the concept of action research in organizational development. Explain the stages involved in an OD program and the underlying assumptions and values that guide it.
4. Explain the different types of OD interventions. How do sensitivity training and transactional analysis help in improving organizational behavior and relationships?
5. Discuss OD interventions such as MBO, managerial grid, and team building. How do these interventions contribute to organizational growth and institutional building?

Centre for Distance and Online Education

H.P. University, Summer Hill, Shimla-5

(NAAC Accredited 'A' Grade University)

Subject: Management Science

Subject Code: 202

Assignment Questions

Note: a) Attempt any three questions from Assignment-01 and 03 from Assignment 02.

b) Submission of assignments is mandatory before examination.

Assignment-01: (Attempt any three questions)

1. Explain how executive business problems can be translated into mathematical models. Provide an example of a real-world business problem and outline the steps involved in quantifying it.
2. Define the concept of limits in the context of business decision-making. How can limits be applied to forecast business trends or optimize decision-making processes? Illustrate with a practical example.
3. Choose a business scenario (e.g., sales, cost analysis, or market demand) and demonstrate how to represent the data graphically and in tabular form. Discuss the insights that each representation provides.
4. Describe the role of functional analysis in business operations. How can understanding the concept of a function help businesses in resource optimization and decision-making? Provide an example.
5. Explain how inequalities are used in formulating business models, particularly in resource allocation or budgeting. Represent an inequality problem graphically and interpret the result in a business context.

Assignment-02: (Attempt any three questions)

1. Discuss the history and development of operations research (O.R.). What are the key characteristics of O.R., and how does systems thinking apply to O.R. in solving complex business problems?
2. Formulate a linear programming problem for a company that needs to allocate resources to maximize profit under constraints (e.g., labor, materials, budget). Solve the problem using the graphical method.

3. A company needs to transport goods from multiple warehouses to different retail outlets at the lowest cost. Formulate this as a transportation problem. Use the North-West Corner Method (NWCM) and Least Cost Method (LCM) to find an initial solution.
4. Explain the concepts of primal and dual in linear programming. Formulate a primal LP problem, derive its dual, and discuss how the dual can provide insights into the business scenario.
5. Explain the concept of two-person zero-sum games and discuss how businesses can apply game theory to competitive strategies. Solve a simple game theory problem using both pure and mixed strategies and discuss the implications for business decision-making.

Centre for Distance and Online Education
H.P. University, Summer Hill, Shimla-5
(NAAC Accredited 'A' Grade University)

Subject: Human Resource Management

Subject Code: 203

Assignment Questions

- Note:** a) Attempt any three questions from Assignment-01 and 03 from Assignment 02.
b) Submission of assignments is mandatory before examination.

Assignment-01: (Attempt any three questions)

1. Define Human Resource Management and explain its importance in today's business environment. What are the key functions of HRM, and how have they evolved over time?
2. Discuss the major challenges that HR managers face today due to environmental influences such as globalization, technological changes, and workforce diversity. How can HR managers address these challenges?
3. Define Human Resource Planning (HRP) and explain its importance in ensuring the right fit between jobs and employees. Outline the HRP process and discuss various approaches used in HRP.
4. What is job analysis, and why is it critical for the recruitment process? Discuss the different sources of recruitment and how organizations decide which sources to use for hiring talent.
5. Describe the selection process in HRM. What are the different methods of selection used by organizations? Discuss the various types of interviews and their importance in the hiring process.

Assignment-02: (Attempt any three questions)

1. Explain the concept and importance of induction in the workplace. Discuss different methods of training and how organizations evaluate the effectiveness of training programs. How does executive development differ from general training?

2. What is performance appraisal, and why is it important in HRM? Discuss different methods used in performance appraisals and the challenges HR managers face in implementing an effective appraisal system.
3. Define job evaluation and explain how it influences wage and salary administration. What factors affect the wage determination process, and how do wage differentials impact employee satisfaction?
4. Discuss the importance of managing employee discipline in the workplace. Explain the steps in the grievance handling procedure and how organizations ensure fair treatment of employees during disciplinary actions.
5. Define International Human Resource Management (IHRM) and explain its importance for multinational organizations. Compare and contrast domestic HRM with IHRM. What are the key considerations in the selection and repatriation of expatriates?

Centre for Distance and Online Education
H.P. University, Summer Hill, Shimla-5
(NAAC Accredited 'A' Grade University)

Subject: Financial Management

Subject Code: 204

Assignment Questions

Note: a) Attempt any three questions from Assignment-01 and 03 from Assignment 02.

b) Submission of assignments is mandatory before examination.

Assignment-01: (Attempt any three questions)

1. What is financial management, and why is it important for firms?
2. Discuss any conflicts that may arise between different stakeholders and how a financial manager can address them.
3. Define capital budgeting and discuss its importance in long-term financial planning. Compare the Payback Period, Average Rate of Return (ARR), Net Present Value (NPV), and Internal Rate of Return (IRR) methods for evaluating capital investments. Which method do you think is the most reliable, and why?
4. Compare and contrast the Net Present Value (NPV) and Internal Rate of Return (IRR) methods of capital budgeting. Discuss situations where one method might be preferred over the other. Provide a numerical example to illustrate your answer.
5. Discuss the factors that influence the overall cost of capital for a company.

Assignment-02: (Attempt any three questions)

1. Explain the concepts of operating and financial leverage. How do they affect the risk and return of a business?
2. Discuss the different theories of capital structure, including the Net Income (NI) approach, Net Operating Income (NOI) approach, Modigliani-Miller (MM) theory, and the Traditional approach. How does each theory explain the optimal capital structure for a firm?
3. What are the relevance and irrelevance theories of dividend decisions?
4. Explain the factors that influence a firm's dividend policy, including legal, contractual, and internal constraints.
5. Define working capital management and explain its scope in financial management. Discuss the factors that influence a firm's working capital requirements?

Centre for Distance and Online Education
H.P. University, Summer Hill, Shimla-5

(NAAC Accredited 'A' Grade University)

Subject: Marketing Management

Subject Code: 205

Assignment Questions

Note: a) Attempt any three questions from Assignment-01 and 03 from Assignment 02.

b) Submission of assignments is mandatory before examination.

Assignment-01: (Attempt any three questions)

1. Define marketing and discuss its nature and scope in the context of modern business practices.
2. What are the different corporate orientations towards the marketplace? Explain how each orientation impacts marketing strategies.
3. Describe the marketing environment and explain the importance of environmental scanning for businesses.
4. What is a Marketing Information System? Discuss its components and the role it plays in effective marketing decision-making.
5. Differentiate between consumer markets and industrial markets. What are the key characteristics that define each market?

Assignment-02: (Attempt any three questions)

1. Explain the concepts of market segmentation, targeting, and positioning. How do these concepts contribute to effective marketing strategies?
2. Discuss the importance of product decisions in marketing. Explain the product life cycle and its implications for marketing strategy.
3. Describe two pricing methods or strategies that businesses commonly use. What factors should be considered when setting prices?
4. Define the promotion mix and discuss the roles of advertising, sales promotion, publicity, and personal selling in a marketing strategy.
5. Identify and discuss two emerging issues in marketing, such as globalization or green marketing. How do these issues affect marketing strategies in today's business environment?

Centre for Distance and Online Education

H.P. University, Summer Hill, Shimla-5

(NAAC Accredited 'A' Grade University)

Subject: Operations Management

Subject Code: 206

Assignment Questions

Note: a) Attempt any three questions from Assignment-01 and 03 from Assignment 02.

b) Submission of assignments is mandatory before examination.

Assignment-01: (Attempt any three questions)

1. Define the operations management system. What are its key components, and how do they interact to support overall business objectives?
2. What are the main responsibilities of operations personnel in an organization? Discuss how these responsibilities contribute to operational efficiency.
3. Compare and contrast the continuous, intermittent, and repetitive flows of processing in manufacturing. Provide examples of industries that typically use each type of process.
4. Explain the production control system for both intermittent and continuous flow processes. How does this system help in managing production efficiency?
5. Discuss the costs associated with inventory control systems. What is the Economic Order Quantity (EOQ), and how is it calculated?

Assignment-02: (Attempt any three questions)

1. What are the key components of the purchasing function? Describe the process of source selection and vendor rating in the context of effective supply chain management.
2. Define work study and explain its components, including method study and motivation study. How can work study techniques improve operational efficiency?
3. Discuss the differences between process layout and product layout. How do these layouts affect production efficiency and workflow in a manufacturing facility?
4. Explain the PERT and CPM methods of project scheduling. How does network analysis aid in determining the earliest and latest times for project completion?
5. What is acceptance sampling by attributes? Describe single, double, and multiple sampling plans, and explain how they help manage quality control in production processes.

Centre for Distance and Online Education

H.P. University, Summer Hill, Shimla-5

(NAAC Accredited 'A' Grade University)

Subject: Research Methodology

Subject Code: 207

Assignment Questions

Note: a) Attempt any three questions from Assignment-01 and 03 from Assignment 02.

b) Submission of assignments is mandatory before examination.

Assignment-01: (Attempt any three questions)

1. Define research and discuss its objectives. How do these objectives guide the research process?
2. Identify and explain different types of research. Provide examples of situations where each type would be appropriate.
3. Outline the steps involved in the research process. How does each step contribute to the overall success of a research study?
4. What is research methodology? Discuss the significance of scientific methods in conducting research.
5. Explain the importance of problem formulation in research. What are the key considerations when defining a research problem?

Assignment-02: (Attempt any three questions)

1. What are the features of a good research design? Compare and contrast experimental, exploratory, and descriptive research designs.
2. Discuss the steps involved in sampling design. What are the differences between probability and non-probability sampling methods?
3. Compare primary and secondary data. What are the advantages and disadvantages of each type of data in research?
4. What are the key guidelines for constructing a questionnaire? How can the design of a questionnaire impact the quality of data collected?
5. Explain the role of computer software in data analysis. Discuss the importance of graphs, charts, and diagrams in report writing. What precautions should be taken when writing a research report?