

No. of Printed Pages : 2

RMSE-002

**Ph. D. IN MANAGEMENT
(PHDMGMT)**

Term-End Examination

December, 2025

**RMSE-002 : AREAWISE ADVANCED COURSE
OF STUDY AND READINGS : HUMAN
RESOURCES MANAGEMENT**

Time : 3 Hours

Maximum Marks : 100

Weightage : 50%

Note : (i) Answer any **five** questions.

(ii) Each question carries 20 marks.

1. Discuss the historical development of Organizational Behaviour, tracing its progression from classical theories to modern frameworks and examine the key contributions of each stage.
2. Describe the role of Strategic HRM in aligning human resources with business strategy and explain its contribution to organizational success.

3. What do you understand by learning and learning organization ? Explain the key features that make a learning organization different from a traditional one.
4. Explain the meaning, coverage, and theoretical approaches of Industrial Relations, evaluating their applicability in the context of globalization and changing workforce dynamics.
5. Discuss the constitutional and statutory provisions related to industrial relations in India and critically analyze their impact on maintaining harmonious workplace relations.
6. Explain the legal and organizational aspects of trade union formation and recognition, and discuss the implications of managerial unionism on employer-employee relations.
7. How are technological advancements, gig economy, and changing workforce structure reshaping collective bargaining, participatory mechanisms, and dispute settlement processes ? Discuss.
8. Describe the main features of job analysis and explain any *two* methods of conducting job analysis, using suitable examples.

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