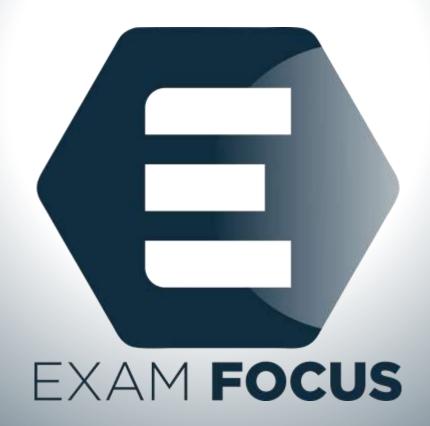
MPEC - 032 Human Resource Development

December 2020 Exam



Disclaimer

Please note that all the suggestions and observations are based on the STATISTICAL analysis of the previous year question papers. So studying only books/blocks/units/points given in this booklet may be risky, as University can change the question paper pattern and questions at any time.

Further, all marking details and patterns related to respective exam and blocks are exhibited for respective subjects so that one can easily make decisions/assumptions and follow the same for the study.

Though important books/blocks/units/points are given in this booklet but it is strongly advisable to go through the entire content provided by the University.

Please note that these are **MOST IMPORTANT TOPICS/UNITS** and **NOT THE ONLY IMPORTANT Topics/Units** Also, the Guesses are not expected to be exact We used our logic of analysis and you can follow it at your discretion

Kindly don't ask for any clarification regarding this document Please use it as per your understanding Thank you!!

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Telegram Channel

MAPC HELP

		Highest Marks	2 nd Highest Marks	3 rd Highest Marks	Lowest Mark			
Year and Month of Exam		4 Blocks of the subject Normally every subject is having 4 blocks or books						
	Year	Block 1	Block 2	Block 3	Block 4			
	June 15	10,3,3	10,6,6,3	10,10	6,6,6			
		20%	32%	25%	23%			
	Dec 15	10,6,3,3	10,6	10,6,3	10,6,6			
		28% 6,6,3	20% 10,10,10,6	24% 6,3	28% 10,6,3			
	June 16	19%	46%	11%	24%			
		10	10,6,6,6,3	10,6	10,6,3,3			
	Dec 16	13%	39%	20%	28%			
	1	10,6,3	10,6,6,3	10,6,3	10,6			
	June 17	24%	32%	24%	20%			
	Dec 17	10,6,6,3,3	10,6	10,6,3	10,6			
	Dec I/	36%	20%	24%	20%			
	June 18	10,6,6,3,3	10,6	10,6,3	10,6			
		36%	20%	24%	20%			
	Dec 18	10,6,3	10,6,6,3	10,6,3	10,6			
		24%	32%	24%	20%			

Marks in the exam In new exam pattern... 4 ques of 10 marks 5 ques of 6 marks & 3 ques of 3 marks ..are normally asked www.springseason.in / www.mapchelp.com

Past Performance

Important Chapters/Units

			Succe	ess %		
Name of the Subject	Dec 17	June 18	Dec 18	June 19	Dec 19	June 20
Organizational Behaviour	100%	100%	94%	100%	100%	100%
Human Resource Development	94%	88%	100%	94%	96%	94%
Organizational Development	100%	88%	100%	100%	100%	100%

Past Performance

Important Topics

		Succe	ess %	
Name of the Subject	Dec 18	June 19	Dec 19	June 20
Organizational Behaviour	76%	88%	100%	86%
Human Resource Development	88%	76%	94%	82%
Organizational Development	88%	100%	90%	100%

Past Performance

Question Repeats % in Exam

	Q	uestion I	Repeats	%
Name of the Subject	Dec 18	June 19	Dec 19	June 20
Organizational Behaviour	76%	82%	100%	100%
Human Resource Development	76%	82%	94%	100%
Organizational Development	100%	100%	100%	100%



Delivery starts on 1st Aug 2020

IGNOU MAPC



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SAMPLE DATA

Deeper Analysis shows priority of Units or Chapter of respective Blocks or books

1s	t Priority	2n	d Priority	3r	d Priority
Block	Unit/Chapter	Block	Unit/Chapter	Block	Unit/Chapter
1	4	1	1,2	1	3
2	1,3	2	2	2	4
3	3	3	1	3	2,4
4	4	4	2,3	4	1
49%	of Questions	35%	of Questions	16% (of Questions
3	9 Marks	2	8 Marks	1	3 Marks
mis Units	ould not sed these at any cost PASS the exam	mis Units	nould not sed these at any cost PASS the exam	L S	study these Jnits for CORING pose only

Year	Block 1	Block 2	Block 3	Block 4
June 15	10,6,6,3	10,6,3	10,6,3	10,6
June 15	32%	24%	24%	20%
Dec 15	10,6,3	10,6,6,3	10,6,3	10,6
Dec 15	24%	32%	24%	20%
June 16	10,6,3,3	10,6,6	10,6,3	10,6
	28%	28%	24%	20%
Dec 16	10,10,6,6,6	10,6	6,3	10, 3,3
Dec to	48%	20%	12%	20%
	6,3	10,10,6,3	10,6,3	10,6,6
June 17	11%	37%	24%	29%
Dec 17	6,3	10,10,10,6,6,6,3	10,3	6
Dec 17	11%	65%	16%	8%
June 18	10,6,6,3	10,6,3	10,6,3	10,6
	32%	24%	24%	20%
Dec 18	10,6,6,3,3	10,6	10,6,3	10,6
Dec 10	35%	20%	24%	20%
June 19	6	10,6,6	10,6,3,3	10,10,6,3
June 19	8%	28%	28%	37%
Dec 19	10,10	10,6,6,3	10,6,6,3,3	6
Dec 19	25%	32%	35%	8%
June 20	10,6,6,3	10,10,3	6.6.3	10,6
	32%	29%	19%	20%

1s	t Priority	2nd Priority 3rd Priority		d Priority	
Block	Unit/Chapter	Block	Unit/Chapter	Block	Unit/Chapter
1	4	1	3	1	1,2
2	1,2,3	2	**	2	4
3	**	3	1,3,4	3	2
4	**	4	1,3	4	2,4
38%	ofQuestions	38%	of Questions	24%	of Questions
3	0 Marks		30 Marks	1	9 Marks

It has been observed that

Block 1 & 2 are the most important

as more than 3/5 questions in the exam

comes from this only,

so you should not miss these Blocks at any cost

Block-1 Human Resource Planning Unit 1 - Assessment of Human Resource in Organisation and Human **Resource Planning** Human Resource Planning Relationship of HR Strategy to Business Strategy Talent Inventory Forecasting Workforce Supply and Demand **Unit 2 - Human Resource Management** Strategic Human Resource Management Integrating HR into Strategic Planning Unit 3 - People Dimensions in HR and Short Term Human Resource Planning **Big Five Personality Traits** Other Personality Traits & Attitudes in Organizations Basic Structure of Attitude Key words related to attitudes Perception in Organisations The Creative Individual & Enhancing Creativity in Organisations **Dysfunctional Behaviour** Method to Overcome Dysfunctional Behaviour **Employee Choice Plans** Subcontracting & The Downsizing Plan **Unit 4 - Short Term Programmes in Human Resource and Evaluation** Short Term Programmes in Human Resource Planning **Time Management Evaluation of a Training Programme** Methods of Evaluation

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n	it 1 - Introduction to Human Resource Management, Planning and Management
	Human Resource Management
	The Objectives of Human Resource Management
	Aims of Human Resource Planning
	The Process of Management
	Common Activities of Management
	Principles of Management
	Management as a Social Process
n	it 2 - Training and Development
	Importance of Training and Development
	Need for Training and Development
	Techniques and Methods of Training and Development
	Behavioural Methods
	The Assessment of Training Needs
	The basis for Need Assessment
	Training and Development Methods
n	it 3 - Workforce Diversity and Multicultural Factors
	Reasons for the Emergence of Diversity
	The Value of Diversity
	Managing Diversity
	Individual Approaches to Managing Diversity
	Organizational Approach to Managing Diversity
	Multicultural Factors
n	it 4 - Globalisation and Changing Economy and their Effects on HRM Globalisation
	HRM: Role in Changing Environment
	Dilemmas Faced By HR Head
	New Trends in International HRM
	Future role of HR Professionals

	Block-3 Human Resource Laws
Jn	it 1 - Intellectual Property Rights
	Concept of Intellectual Property Rights
	Nature of Intellectual Property Rights
	Objective of Intellectual Property Rights
	Emerging Issues of Intellectual Property Rights
	it 2 - Labour Laws (Indian and International)
	Distinctive Feature of Indian Labour Laws
	The Industrial Disputes Act (1947)
	Trade Union Act (1926)
	Workmens Compensation Act (1923)
	Minimum Wages Act (1948)
	Objectives of ILO
	Core Conventions
	it 3 - Laws Related to Work Place Violence and Harassment
	Definition and Meaning of Work Place Violence
	Types of Work Place Violence
	Effects of Work Place Violence
	Preventing and Stopping Work Place Violence
	Counselling
	Work Place Harassment
	Work Place Bullying
	Types of Work Place Bullying
	Sexual Harassment in Work Place
<u>Jn</u>	it 4 - Laws Related to Human Rights Violation Universal Declaration of Human Rights
	Laws Related to Human Rights in India
	Right to Equality
	Right to Freedom
	Right to Freedom of Religion
	Human Rights Violation

Block-4 Importance of HR Planning

Unit 1 - Goals and Objectives of Human Resource Planning, Corporate Social Responsibility

- Concept of Corporate Social Responsibility (CSR)
- Types of CSR
- Significance of CSR

Unit 2 - Business Strategy and Operational Strategies (Technology and Innovation in Hrs)

- Benefits of Operational Strategies in HR Planning
- Operational Strategies in a Business Plan

Unit 3 - Retention of Qualified and Technical Personnel

(Competency Mapping and Performance Appraisal)

- Strategies for Retention of Employees
- Performance Appraisal
- Methods of Performance Appraisal

Unit 4 - Planning Investment in Development (Including Corporate

Counseling)

- Human Resource Development (HRD)
- Concept of Human Resource Development
- Strategies of Human Resource Development
- Corporate Counselling

Ready Synopsis & Project

Topic will be Ours

- It will cost Rs 5000 (Fixed Rate and No part payment)
- You need to take care of Guide (Go for Cooperative Guide)
- Synopsis within one week and Project after 6 months (before submission)
- No topic REPEATS
- Changes not allowed in ready synopsis & project
- If synopsis rejected.. Then new synopsis at no additional cost
- Synopsis and Project will be there in Word file
- Explanation of DATA ANALYSIS for VIVA
- Whatsapp on 7303827268

For STATISTICAL DATA ANALYSIS

of your MAPC IGNOU Research project work

send your ...

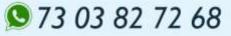
- Synopsis
- Questionnaire
- Data file (Excel)

to

mapchelp@gmail.com

You will get

- Data analysis with graphs
- Interpretation of analysis
- Standard format for writing analysis
- Explanation of analysis for viva



Personal visit not required for data analysis All communication will be only through mobile & email

