

**COMPENSATION & BENEFIT MANAGEMENT**  
**CLASS TEST-II**  
**MBA 3<sup>rd</sup> SEMESTER**

**Answer all the Questions.**

**2\*10**

1. What are internal relatives with respect to salary formulation?
2. What is the scope of job evaluation?
3. What is points system?
4. What is market-based pay?
5. What is wage administration?

**Answer any two from the following.**

**2\*6**

1. Write down the principles of salary formulation.
2. Describe Broad Banding.
3. Explain Executive Compensation.

**Answer any one from the following.**

**1\*10**

1. What are the job evaluation techniques?
2. What are the incentive plans designed for employee benefits?

**BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY &  
MANAGEMENT STUDIES BBSR  
Class Test-II**

**Subject: ER**  
**Subject code: 18 MBA 302C**  
**Branch: 3<sup>rd</sup> SEM MBA**

**Time: 1Hr**  
**TotalMarks: 30**

**I. Answer any four out of the followings (2 × 4=8)**

- a. What do you mean by ILO?
- b. Define industrial dispute.
- c. What do you mean by collective bargaining?
- d. “Managerial trade unions are not only necessary but a need of the time also”. Justify the statement.
- e. What do you mean by trade union constitution?

**II. Answer any two out of the following (6× 2 =12)**

- a. Write a short note on trade union constitution.
- b. Differentiate between registration and recognition of a trade union.
- c. Explain in brief the Dunlops model of IR.

**III. Answer any one out of the following (10 × 1 =10)**

- a. Compare and contrast unitary and pluralistic approach of IR.
- b. Explain in brief the process of a trade unions registration with reference to Trade Unions Act ,1926.

**CLASS TEST 2**  
**MANPOWER PLANNING**

**Q1. Answer any *FOUR*.**

- a) Why is competency mapping significant?
- b) List out the tools for SMP?
- c) Describe STAR approach?
- d) What do you understand by census analysis?
- e) What are the uses of Job Analysis?

**Q2. Answer any *TWO*.**

- a) Explain the use of Markov and cohort analysis in MPP.
- b) Describe various benefits of Strategic manpower planning.
- c) An HR consulting firm requires highly creative people from diverse industry backgrounds to design and implement HR subsystems for the organization and to develop their workforce. In this context, would you recommend a core or a flexible workforce?

**Q3. Answer any *ONE***

- A) Outline the process of SMP in detail.
- B) Describe competency mapping, discuss the various steps involved in competency Mapping.

**BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY AND MANAGEMENT  
STUDIES, BHUBANESWAR**

**2<sup>st</sup> Internal question for MBA 3rd SEM. (Performance Management System)**

- A- Define performance appraisal.
- B- Explain straight ranking methods
- C- Write a short note on critical incident method.
- D- What do you mean by reward management system?

**Section B**

- A-List the approaches to performance appraisal.
- B- Define Performance Management and state its importance for a business organization.
- C- What IS EFQM performance model.

**Section C**

- A-As HR Manager suggest appropriate strategies for effective performance management system in your organization.
- B-Explain individual and team-based pay for performance plans.