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Total Number of Pages : 02

Course: MBA
Sub Code: 18MBA401C

4th Semester Regular/Back Examination: 2022-23
Team Dynamics at Work
MBA,FM&HRM,LSCM,RM,BA,FM,GM, HRM,IB,MM,MBA (M&F)
Time: 3 Hours
Max Marks: 100
Q. Code: M149

Answer Question No.1 (Part-I) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Part-I

Q1 Answer the following questions :

(2 x 10)

- What is the basic purpose of a team formation?
- What do you mean by group norms?
- How the corporate culture influences growth of a team?
- What is the training requirement for a team?
- What is a negative team dynamics?
- How creativity of members influence the progress of a team?
- How diversity training helpful for the team members?
- How team success can be measured?
- Write a short note on cross functional team.
- How virtual team communicates?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- What are the prerequisites for a team success?
- Conflict within a team is inevitable. Comment.
- Explain the process of team decision making.
- Managing a team is as challenging as team development. Discuss.
- Elucidate the role of diversity and inclusion in team performance.
- Explain the process of solving a business problem by a team with example.
- Distinguish between a group and a team from organizational perspective.
- Explain the process of group formation.
- What are the internal and external factors influences a team success?
- Team communication is often multidimensional. Comment.
- Explain the balance between cooperation and competition from a team perspective.
- Discuss the emergence and challenges of virtual teams.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** How to evaluate the team performance? Discuss the reward strategy for a high performing team. (16)
- Q4** Discuss the role and functions of a team leader. Explain how power relations established in a professional team. (16)
- Q5** Elucidate the team building process in an organization. How different types of teams emerge and function in an organization? (16)
- Q6** What are the salient objectives of team dynamics? How to manage the communication and collaboration among the team members? (16)

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MBA / MBAP
18MBA403C / 18PTMBA603C

4th / 6th Semester Regular / Back Examination: 2022-23

SUBJECT: Industrial Legislations

MBA,FM&HRM,LSCM,RM,BA,FM,GM,HRM,IB,MM,MBA(M & F),MBA(PT)

Time : 3 Hour

Max Marks : 100

Q. Code : M516

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Part-I

Q1 Answer the following questions :

(2 x 10)

- A woman worker after continuous working for 4 months decides to take leave. How many days of leave she will be entitled to? In case she is a girl of 14.5 years of age, what leave will she be allowed?
- Who are certifying surgeons? Mention two important duties discharged by them.
- A worker lost his mental balance as a result of an injury by accident while working in the factory and committed suicide. Will the employer liable to pay compensation? Justify.
- A worker working in a shed was injured by the fall of a wall which was not the property of the employer. Will the employer be liable to pay compensation to the injured worker? Justify.
- Define the term employment injury as in ESI Act, 1948.
- Can an employer reduce wages of an employee by reason of his liability for the payment of any contribution to the provident fund?
- A, an employee, enters into a contract with his employer B to accept his wages in kind and not in money. Later, A wants to demand wage in cash. State the rights and obligations of A and B.
- Suppose a worker is paid less than the minimum wages, what right does he have to get back his due wages? What should he do?
- There is a dispute between a dismissed employee on one side and the employer on the other side in connection with the non-employment of the employee. Is this an industrial dispute?
- When is an employee disqualified from receiving bonus?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- What are the statutory provisions with respect to maintaining health of the workers of a factory? Discuss.
- What is hazardous process? What are the specific responsibilities of the occupier in relation to hazardous process?

- c) An employee under the influence of drink touched a live wire while working at a machine and instantaneously died. His widow claimed compensation but the employer took the plea that he was not liable as the accident arose out of a default by the employee. Decide.
- d) Define and discuss "arising out of and in course of employment" as used in Employee's Compensation Act.
- e) What are the different types of benefits provided by the ESI Act, 1948?
- f) Write a note on the scope and object of the EPF & MP act, 1952.
- g) What is the rate of payment of gratuity to an employee? When does an employee forfeit his right to gratuity?
- h) Define wages and industrial establishment under the Payment of Wages Act.
- i) State the constituents of minimum wages underpayment of Minimum Wages Act.
- j) What is a Public utility service unit? Enumerate the statutory provisions prohibiting strikes in a public utility service.
- k) Write a note on grievance settlement authority.
- l) Define a workman and industry under Industrial disputes Act.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3 What are the matters to be provided for in the standing orders under the Industrial Employment (Standing Orders) Act, 1946? (16)
- Q4 Write briefly how trade unions are registered and certificates thereof issued under the Trade Union Act, 1926. Can a minor be admitted as a member of a trade union? (16)
- Q5 What are the conditions for the eligibility of bonus? When is an employee disqualified from receiving bonus? What is the minimum bonus a company is bound to pay? (16)
- Q6 Discuss the provisions regarding closure of an industrial unit having 500 workers in the roll on the date of closure. (16)

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MBA / MBAP
18MBA402C / 18PTMBA602C

4th Semester Regular/ Back Examination: 2022-23

SUBJECT : Strategic HRM

MBA,FM&HRM,LSCM,RM,BA,FM,GM,HRM,IB,MM,MBA (M & F),MBA(PT)

Time : 3 Hour

Max Marks : 100

Q.Code : M339

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Part-I

Q1 Answer the following questions : (2 x 10)

- What is the course Objective of SHRM?
- Define Strategic HRM in your own words.
- What do you mean by Strategic HR?
- How Strategic HR is different from Traditional HR?
- What is Investment perspective in HR?
- What is an Integrated HR System?
- What do you understand by Best Fit Approach?
- Define Strategic Performance Management.
- What is competence of Global Managers? State in few lines.
- What are Strategic HR Policies?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- Investment in Training & Development is essential in an Organization. Explain with the benefits of investment in Training & Development.
- How can we link HRM Practices to Organization Outcomes? Elaborate with example.
- What are the emerging issues in Strategic HRM? Explain.
- What can be the possible strategies for Training and Development?
- To get Global competitive advantage we may need Global Competent Managers. Do you agree? Elaborate.
- Distinguish between expatriation & repatriation.
- Discuss the strategic issues in international assignments.

- h) Differentiate between 'Best Fit' approach and 'Best Practice' approach.
- i) Managing Global human Resources is a challenging task. Why it is so? Explain with your own understanding.
- j) High Performance Practices are essential to derive competitive advantage. Explain.
- k) How the strategy will help for a better utilization of Human Resources in an Organization? Explain.
- l) Core competencies derive the competitive advantage. If you agree on the statement, explain with example.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** Alignment of HRM with Business Strategy is very much essential for growth and profit. How the Organization align both HRM & Business Strategy. Explain with approaches. (16)
- Q4** What are the various approaches to strategic HRM? Explain detail. (16)
- Q5** What is the investment prospective of Human Resources? In which area of the HRM the investment to be made and why? (16)
- Q6** Write notes on the following (16)
 - i. Employee Engagement Strategy.
 - ii. Corporate Ethics, Values & SHRM