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Total Number of Pages : 02

Course: IMBA
Sub Code: 16IMN801C

8th Semester Regular Examination: 2022-23

Manpower Planning

BRANCH(S): IMBA

Time: 3 Hours

Max Marks: 100

Q. Code: M011

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 purpose of staffing?
- What is the aim of behavioral interviews?
- How employee turnover can be identified?
- What is total manpower cost?
- What do you mean by skill inventory?
- What is job description?
- How trend analysis works?
- How interviews data helpful for manpower planning?
- Write a short note on under utilization of manpower.
- How manpower control and reviews works?

Part-II

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

- What are the guidelines for effective Human Resource Planning?
- How job analysis helps manpower planning?
- Business is a system of processes. Comment.
- Discuss the process of identifying human resource gap analysis.
- How manpower planning helpful in strategic management? Discuss.
- What are the main obstacles for accurate forecasting?
- Distinguish demand and supply forecasting.
- Explain the process of organizational competency building.
- What are the micro and macro factors influence workforce planning?
- Elucidate the qualitative sides of manpower planning.
- Explain the use of strategic staffing.
- How market trends determine important manpower decisions?

Part-III

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

- Q3** Discuss the micro and macro level objectives of manpower planning. How HR planning is linked to other functions of an organization? (16)
- Q4** Strategic manpower planning crucial for the growth and sustainability of an organization. Critically examine with suitable example. (16)
- Q5** Define competency and competencies assessment. What is the procedure of competency mapping? (16)
- Q6** Elucidate different mathematical and statistical techniques useful in manpower forecasting. What are the prerequisites of using those techniques? (16)

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Course: IMBA
Sub.Code: 16IMN802C

8th Semester Regular/Back Examination: 2022-23

Employee Relations

BRANCH: IMBA

Time : 3 Hour

Max Marks : 100

Q.Code : M034

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 meant by Industrial Relations?
- Define Trade Union.
- What does Employee discipline mean?
- What are the conditions necessary for a strong and successful trade union?
- What are the major issues that are taken up during collective bargaining? List few.
- What is Conciliation?
- Differentiate lockout from strike.
- How is discipline different from grievances?
- Distinguish between "intramural" and extramural" employee welfare with example.
- What is Craft Union? Give example.

Part-II

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

- Discuss the systems approach to industrial relations.
- Write an explanatory note on the methods followed by trade unions to realize their objectives.
- Explain in brief the various modes of WPM in India.
- Briefly explain Chamberlain's theory of collective bargaining with suitable examples.
- Briefly summarize the role of tripartite bodies in India.
- Participation of workers in management is claimed to usher in the era of "Industrial Democracy." Discuss.
- What do you understand of collective bargaining? Discuss the subject matter of collective bargaining.
- Effective discipline can have a positive effect on the productivity of employees". Discuss.
- Explain the various types of strikes.
- Discuss the steps for managing a grievance.
- What do you mean by Committee on Conventions?
- It is said that "Tripartism is the strength of ILO", explain. Write a brief note on the organization structure of ILO.

Part-III

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

- Q3** Define the term Industrial Relations. What are its major objectives? Explain the necessary conditions for the maintenance of sound industrial relations. **(16)**
- Q4** Explain the machinery for prevention and settlement of industrial disputes in India. **(16)**
- Q5** Why do workers join Trade Unions? What are the general problems being faced by trade unions? Explain. **(16)**
- Q6** What is meant by Collective Bargaining? Bring out clearly the merits and demerits of collective bargaining as methods of settling industrial disputes. **(16)**

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Course: IMBA
Sub Code: 16IMN803C

8th Semester Regular/ Back Examination: 2022-23

Compensation and Benefit Management

BRANCH(S): IMBA

Time: 3 Hours

Max Marks: 100

Q.Code: M032

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 significance of perquisites?
- How important is work life balance?
- What do you mean by compensation system?
- Non-monetary benefits motivate younger generation. Discuss.
- How social and demographic dynamics affect the wage policy?
- Define equal pay for equal work.
- What is broad banding?
- Why performance-based pay gaining more popularity?
- Write a short note on residual claimant theory.
- How a particular job is evaluated?

Part-II

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

- What are the various methods of wage payment?
- Discuss the 3P approach of compensation.
- Wage differentials are inevitable. Comment.
- Discuss the main incentive schemes for group performance.
- What are the new trends in compensation?
- What are the guidelines of designing compensation policy in an organisation?
- Distinguish fixed component of pay from variable component.
- How the legal frameworks of a state influence the wage administration?
- Discuss how the merits and demerits linked with incentives?
- Performance based rewards system is very useful and popular these days. Comment.
- Why executive compensation requires innovative and strategic approach?
- What are the statutory benefits organisations obliged to deliver?

Part-III

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

- Q3** What are the main dimensions of compensation administration? Discuss the present trends in compensation management. (16)
- Q4** What are the criteria of wage determination? How socio-economic objectives are met while fixing wage? (16)
- Q5** Discuss different theories of wages and examine their relevance in present context. (16)
- Q6** Discuss the statutory and voluntary welfare measures taken by the organizations for the employees. (16)