

Registration No.:

--	--	--	--	--	--	--	--	--	--

Total Number of Pages: 02

Course: MBA

Sub Code: 16IMN801C

8th Semester Regular/Back Examination: 2023-24

Manpower Planning

BRANCH(S): IMBA

Time: 3 Hours

Max Marks: 100

Q. Code: P035

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) What do you mean by skill mapping?
- b) Write a short note on behavioral interviews.
- c) How employee turnover can be measured?
- d) What do you mean by total manpower cost?
- e) What do you mean by staffing?
- f) Define HRP.
- g) Write a short note on trend analysis?
- h) How employees' dashboard helpful for manpower planning?
- i) What do you mean by underutilization of manpower?
- j) How manpower control and reviews work?

Part-II

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

(6 x 8)

- a) What are the principles to be followed for effective Human Resource Planning?
- b) Distinguish demand forecasting from supply forecasting.
- c) The process of HR planning is within the business system. Comment.
- d) Discuss the process of Gap analysis.
- e) How manpower planning helpful in strategic management? Discuss.
- f) What are the obstacles causes manpower forecasting difficult?
- g) How job analysis helps manpower planning?
- h) Explain the process of organizational competency building.
- i) How the macro factors influence workforce planning?
- j) Elucidate the use of technology in manpower planning.
- k) Explain the significance of strategic staffing.
- l) How the extant trends impact manpower decisions?

Part-III

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

- Q3** How HR planning is linked to other functions of an organization? Discuss the narrow and broad implications of manpower planning. (16)
- Q4** Discuss how the mathematical and statistical techniques useful in manpower forecasting. (16)
- Q5** How competencies of individuals can be resulted in to performance? What is the procedure of competency mapping? (16)
- Q6** Strategic manpower planning is crucial for the sustainability of an organization. Critically examine with suitable example. (16)

Registration No.:

--	--	--	--	--	--	--	--	--	--

Total Number of Pages: 02

Course: IMBA
Sub_Code: 16IMN802C

8th Semester Regular/Back Examination: 2023-24

SUBJECT: Employee Relations

BRANCH(S): IMBA

Time: 3 Hour

Max Marks: 100

Q.Code: P043

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 Employee Relation? State its importance.
- How do you define Industrial Relations?
- Define Trade Union.
- What is conciliation? Why is it important?
- What does employee discipline mean?
- Lockout and Strike are different. Give your view.
- Why there is a need for Grievance procedure?
- Define Industrial Dispute Act-1947.
- What is Collective Bargaining? Is it important?
- What do you understand by Tripartism?

Part-II

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

- What are the different types of Trade Union? Why do workers join Trade Union?
- Discuss the system approach to industrial Relations.
- What is Workers Participation in Management? Explain it.
- Discipline brings better environment and productivity. Do you agree?
- Briefly explain the theory of collective Bargaining.
- Strikes over the years have reduced. What is your view? Elaborate.
- Discuss the distinction between blue-collar & white-collar unions.
- Employee Relation is having direct impact on Organization performance. Explain.
- Why employee raises Grievance? How to handle the Grievance?
- What is the structure of ILO and its function? Explain.
- The Trade Union participates in Collective Bargaining. To handle it effectively certain skills required. Explain in your own words.
- What is psychological contract? Elaborate it.

Part-III

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

- Q3** Industrial Relations is important and essential? What is the objective of it? Explain the necessary conditions for effective Industrial Relations. (16)
- Q4** In 21st Century Workers Participation in Management is very important. Explain it with suitable example. (16)
- Q5** Explain the machinery for prevention and settlement of Industrial dispute in India. (16)
- Q6** Conflict and Cooperation are the two sides of the coin. Do you agree? Explain the employer & employee relationship to maintain a healthy industrial climate. (16)

Registration No.:

--	--	--	--	--	--	--	--	--	--

Total Number of Pages: 01

Course: IMBA
Sub Code: 16IMN803C

8th Semester Regular/Back Examination: 2023-24

Compensation and Benefit Management

BRANCH(S): IMBA

Time: 3 Hours

Max Marks: 100

Q.Code: P048

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 do you mean by job evaluation?
- Is bonus different from incentive? How?
- Write down some non-financial incentives?
- What do you mean by merit based pay?
- How life cycle of an organization affects the wage policy?
- Write a short note on broad banding.
- What is internal and external equity in pay?
- Difference between job and person analysis.
- Write a short note on competitive wage theory.
- What do you mean by compensation structure?

Part-II

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

(6 x 8)

- Wage differential is logical and essential. Comment.
- What are the new trends in compensation management?
- These days' non-monetary benefits motivate younger generation. Discuss.
- What are the statutory welfare benefits in an organization?
- Organizations going towards performance based rewards system these days. Analyze.
- What are key determinants designing compensation policy in an organization?
- What are the methods of job evaluation?
- Incentives have both merits and demerits. Discuss.
- Discuss the main incentive schemes for group performance.
- How the government policy impacts wage administration?
- Why executive compensation requires innovative and strategic approach?
- Elucidate the 3P approach of compensation?

Part-III

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

- Are different theories on wages significant in present scenario? Discuss how. (16)
- Discuss the statutory and deliberate welfare measures taken by the organizations for the employees? (16)
- How effective incentive schemes are designed? Elucidate with examples. (16)
- What are the guidelines of wage administration? How socio-economic objectives are met while fixing wage? (16)