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Total Number of Pages : 02

Course: IMBA  
Sub\_Code: 16IMN504

5<sup>th</sup> Semester Regular / Back Examination: 2022-23

SUBJECT: Human Resource Management- I

BRANCH(S): MAM

Time : 3 Hour

Max Marks : 100

Q.Code : L399

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 understand by HRM?
- Define Human Resource Planning.
- State and define Recruitment?
- Selection methods are many. What are they?
- Why Training is important in an organization?
- What are the different types of Training?
- What is Transactional Analysis?
- Define Performance Appraisal.
- What do you understand by 360<sup>degree</sup> Appraisal.
- What is Management by Objective?

**Part-II**

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

- What is the importance of Performance Appraisal? How it helps the Organization to evaluate its employees.
- What is the significance of TQM in the organization? Explain.
- Measuring the Effectiveness of training programme is more important than training imparted. Justify.
- What is the difference between on the job and off the job Training? According to you which is more important and why?
- What you understand about promotion from HRM point of view? What are the bases of promotion?
- Training and Development of people working in an organization is essential. Do you agree? Justify.
- Transfer is one of the approaches of Human Resource Management. Why it is important?
- What do you understand by Job analysis and how it is different from Job design?

- i) What is the process of Selection? Elaborate.
- j) How an organization does the Training Need Assessment? What is the procedure for the same?
- k) What are the emerging Trends of HRM in Globalized economy? Explain the same.
- l) What is JIT and QC? Why it is important in the organization of 21<sup>st</sup> Century?

### **Part-III**

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

- |           |  |             |
|-----------|--|-------------|
| <b>Q3</b> | Mention about the Evolution of Human Resource Management with detail explanation on your understanding about it.                   | <b>(16)</b> |
| <b>Q4</b> | What is the objective of performance Appraisal? Does every organization adopt Performance Appraisal? What is its benefit? Explain. | <b>(16)</b> |
| <b>Q5</b> | Human Resource planning is an important aspect of HRM. Describe the process of HRP in detail.                                      | <b>(16)</b> |
| <b>Q6</b> | Training is essential for all the levels of Employees in an organization. Do you agree? Explain it with your view point.           | <b>(16)</b> |

Registration No :

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Total Number of Pages : 02

Course: IMBA  
Sub\_Code: 16IMN503

5<sup>th</sup> Semester Regular Examination: 2022-23

SUBJECT: Operational Management-I

BRANCH(S): MAM

Time : 3 Hour

Max Marks : 100

Q.Code : L322

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 a continuous production system?
- Define batch production.
- Give two qualitative methods of forecasting.
- Give two inventory control technique.
- Give one example of product and services each.
- Define carrying cost in inventory management.
- What is error in forecasting.
- What is a process?
- What is MRO inventories
- What is Kanban?

**Part-II**

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

- Discuss the nature of production.
- Discuss the characteristics of the modern production and operations function.
- Distinguish between the production and operations management.
- What are the different sources of data for forecasting.
- Explain the Delphi method for forecasting.
- What do you mean by economic analysis of production process? Discuss.
- Discuss the elements of a good forecast.
- Discuss the JIT concept with an example.
- Discuss the factors influencing the product design.
- Discuss the product development life cycle (PDLC) briefly.
- Discuss the 'P' system of inventory. What are its advantages.
- Write a note on Japanese inventory system.

**Part-III**

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

- Q3** Discuss the importance of production function in an organization. Explain in details the scope of production management. (16)
- Q4** Discuss the different steps involved in the forecasting process. Explain in details the different qualitative methods of forecasting. (16)
- Q5** What are the characteristics of a good product design? Discuss in details the different approaches to product design. (16)
- Q6** i) Discuss in details the factors influencing the inventory management and control. (16)  
ii) A company 'XYZ' purchases an auto component at the rate of Rs.25/- per piece. The annual consumption of the component is 18,000 pieces, the ordering cost is Rs.250/- per order and carrying cost is 25% per annum. Find the EOQ. If the supplier of the component offers a discount of 5% for order quantity of 3000 numbers per order, shall the XYZ company accept the order.

Registration No :

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Total Number of Pages : 02

Course: IMBA  
Sub\_Code: 16IMN505

5<sup>th</sup> Semester Regular Examination: 2022-23

SUBJECT : Employment Legislations

BRANCH(S): MAM

Time : 3 Hour

Max Marks : 100

Q.Code : L486

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 collective bargaining?
- What is Go Slow?
- Define employment injury.
- What is living wage?
- Give an example of Golden Handshake.
- Write two reasons for insuring an employee.
- Distinguish between settlement and award.
- What is leave with wages?
- What is the difference between 'set-on' & 'set-off'?
- Write any two problems associated with lay-off.

**Part-II**

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

- Write a brief note on Industrial Employment (Standing Orders) Act, 1946.
- What are the Rights and Liabilities of a Registered Trade Union? Discuss.
- Discuss the employer's liability to pay compensation to the workmen under the Workmen's Compensation Act, 1923.
- What are the provisions in Payment of Bonus Act, 1965?
- Differentiate between Lay off and Retrenchment.
- How does labour legislation ensure employee safety and security?
- When is gratuity payable under the Payment of Gratuity Act, 1972?
- Discuss the principles of modern labour legislation.
- What is a Strike? What are its effects?
- Explain the importance of trade unions with appropriate examples.
- How is industry defined in the Industrial Dispute Act, 1947? What is excluded from being called an industry?
- What is conciliation? What are the duties of a conciliation officer?

**Part-III**

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

- Q3** Describe various types of wages. Explain how minimum wages are fixed and enacted under the Minimum Wage Act, 1948. (16)
- Q4** Discuss the important provisions under Industrial Dispute Act, 1947. What are benefits of this Act? (16)
- Q5** Discuss all the welfare provisions under Factories Act, 1948. What are the punitive actions taken against an employer if the provisions are not enacted? (16)
- Q6** How did the labour legislation in India develop? Write a brief note on its genesis and history. (16)

Registration No :

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Total Number of Pages : 02

Course : IMBA  
Sub\_Code : 16IMN501

5<sup>th</sup> Semester Regular/Back Examination: 2022-23

SUBJECT : Financial Management - 1

BRANCH(S): IMBA

Time : 3 Hour

Max Marks : 100

Q. Code : L201

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)**

- Mention two objectives of Financial Management.
- What do you mean by participative preference shares?
- The WACC of an all-equity firm will be equal to its cost of equity, Explain.
- What is the cost of retained earning?
- What do you mean by combined leverage?
- What do you mean by optimum capital structure?
- How the overcapitalization bad for the organization?
- How you select discounting rate for the calculation of NPV?
- What is trading on equity?
- Write the formula of the IRR?

**Part-II**

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

- Explain the importance of financial management for the success of an organization.
- Explain how financial leverage helps to improve the earnings of the equity shareholders with suitable example.
- Evaluate Wealth-Maximization objective of Financial Management
- What are the Basic Financial Decisions? How do they involve risk return trade-off?
- Describe the concept of discounted cash flows in making investment decisions and its superiority over the traditional methods of investment evaluation.
- What is arbitrage? How does it work?
- A loan of Rs.10,00,000 is to be repaid over 5 year in equated installments calculated on the basis of an effective rate of interest of 16% per annum the equated annual installment
- A firm has sales of Rs. 10,00,000, variable cost of Rs. 7,00,000 and fixed cost of Rs. 2,00,000 and debt of Rs. 5,00,000 at 10% rate of interest. What are the operating, financial and combined leverages?
- Distinguish between NPV and IRR.
- Distinguish between Over and Under capitalization of the company.

- k) Compute the cost of capital of a 12% debenture issued by XYZ Ltd., with a face value of Rs 100, total amount of issue Rs 200000, with a redemption period of 7 years and issued at a premium of 10%.
- l) Explain the Net-Income approach theory of capital structure.

### Part-III

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

**Q3** Explain in detail the two irrelevant theories of capital structure. (16)

**Q4** Evaluate the two projects by applying NPV and PI method and give your recommendation (use 10% discounting factor) (16)

Year	Project A	Project B
0	(1,00,000)	(1,00,000)
1	20000	14000
2	22000	19000
3	28000	24000
4	27000	28000
5	25000	30000
6	22000	33000

**Q5** What do you mean by capital structure? What is its importance? Explain in detail about the determinants of ideal capital structure? (16)

**Q6** Following are the details regarding the capital structure of a company (16)

Type of capital	Book value (Rs.)	Market value (Rs.)	Specific cost (Rs.)
Debentures	40,000	38,000	5%
Preference Capital	10,000	11,000	8%
Equity Capital	60,000	1,20,000	13%
Retained Earnings	20,000	-	9%
	1,30,000	1,69,000	

You are requested to determine the weighted average cost of capital using:

- (a) Book Value as weights,  
(b) Market Value as weights,



Registration No :

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Total Number of Pages : 02

Course: IMBA  
Sub\_Code: 16IMN502

5<sup>th</sup> Semester Regular/Back Examination: 2022-23

SUBJECT: Marketing Management-II

BRANCH(S): IMBA

Time : 3 Hour

Max Marks : 100

Q.Code : L261

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) Differentiate between goods and services
- b) How shopping goods are different from specialty goods?
- c) Define length and depth of product mix
- d) What is idea screening?
- e) Point out the characteristics of growth stage of PLC
- f) What you understand by descriptive labeling?
- g) Define predatory pricing.
- h) How agent middle men are different from merchant middlemen
- i) Define a brand.
- j) How advertising is different from personal selling?

**Part-II**

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

- a) Explain the role of business analysis in the stages of new product development
- b) How consumer products are different from industrial products, discuss through examples.
- c) Explain the role of packaging and labeling as a product communication strategy.
- d) Describe how economic changes influence pricing decisions of a product.
- e) Explain the different types of cost oriented pricing.
- f) Explain various functions of marketing channels.
- g) What is franchising? How it is different from Wholesaling?
- h) Analyze various customer needs responsible for designing a marketing channel.
- i) Discuss how economic criteria is used to evaluate channel alternatives.
- j) Explain the advantages of personal selling over advertising.
- k) Discuss various reasons of channel conflicts.
- l) Explain different components of brand equity.



**Part-III**

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

- Q3** A company is going to launch a new car, discuss how various stages of new product development help the company for successful launching. (16)
- Q4** Why a normal product life cycle is called a "S shaped" curve? Suggest suitable marketing strategies for different stages of PLC. (16)
- Q5** What are the various factors responsible for setting a pricing policy. (16)
- Q6** You are going to open a restaurant in your city. Analyze various communication mix and suggest which communication mix will you apply to increase your brand visibility and to attract more footfalls to your restaurant.. (16)

