



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

**Semester : 3<sup>rd</sup> MBA**  
**Batch : 2023-25**  
**Subject : Employee Relations**  
**Subject Code : 18MBA302C**

**Date : 13.11.2024**  
**Class Test : II**  
**Duration : 1 Hr.**  
**Full Marks : 30**

**PART-A**

1. Answer any four out of following questions. (4 x 2 = 8)
- a) "Effective Discipline can have a positive effect on the productivity of employees". Discuss. [CO4]
  - b) Enlist the main function of ILO. [CO2]
  - c) Define Industrial Dispute as per the Industrial Disputes Act, 1947. [CO1]
  - d) Explain briefly the concept of Go-Slow Strike. [CO1]
  - e) Differentiate lockout from strike. [CO2]

**PART-B**

2. Answer any two questions out of following (2 x 6 = 12)
- a) It is said that "Tripartism is the strength of ILO", Explain. Write a brief note on the organizational structure of ILO. [CO4]
  - b) Participation of workers in management is claimed to usher in the era of "Industrial Democracy". Discuss. [CO4]
  - c) Discuss the features and various forms of WPM. [CO3]

**PART-C**

3. Answer any one out of following questions. (1 x 10 = 10)
- a) Define the term "Workers participation in management"? Explain the objectives and various levels of participation. [CO3]
  - b) "The prompt and effective handling of grievances is essential for maintaining harmonious or healthy industrial relations." How do you account for this statement? Examine how grievance management is important both from the perspective of employees and from that of the organization. [CO3]

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**Semester : 3<sup>rd</sup> MBA**

**Batch : 2023-25**

**Subject : Compensation and Benefit Management**

**Subject Code : 18MBA303C**

**Date : 13.11.2024**

**Class Test : II**

**Duration : 1 Hr.**

**Full Marks : 30**

**PART-A**

1. Answer any four out of following questions. (4 x 2 = 8)
- a) What is Wage and mention its components? [CO1]
  - b) Describe role of ILO? [CO1]
  - c) What is the advantage of PBR method? [CO3]
  - d) Explain the concept "Broad-banding" [CO3]
  - e) What is the meaning of wage administration? [CO1]

**PART-B**

2. Answer any two questions out of following (2 x 6 = 12)
- a) Explain Executive compensation and its impact? [CO3]
  - b) What is wage and salary administration committee of the organization? [CO2]
  - c) What are the different incentive scheme s. [CO3]

**PART-C**

3. Answer any one out of following questions. (1 x 10 = 10)
- a) What is Job Evaluation? Discuss different techniques of it. [CO3]
  - b) "An attractive compensation package means better Incentives for employees". Discuss your views on this statement. [CO4]

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**Semester : 3<sup>rd</sup> MBA**  
**Batch : 2023-25**  
**Subject : Performance Management System**  
**Subject Code : 18MBA304C**

**Date : 11.11.2024**  
**Class Test : II**  
**Duration : 1 Hr.**  
**Full Marks : 30**

**PART-A**

1. **Answer any four out of following questions.** (4 x 2 = 8)
- a) Explain the importance of performance measurement [CO2]
  - b) What is performance coaching? [CO1]
  - c) What is “Do only what you get paid for” syndrome? [CO1]
  - d) A successful performance management system promotes a healthy feedback culture. Explain. [CO4]
  - e) How collaborative learning induce better performance management? [CO4]

**PART-B**

2. **Answer any two questions out of following** (2 x 6 = 12)
- a) Explain any technique most suitable for organizational performance measurement with appropriate justification. [CO4]
  - b) Highlight the implication of performance management in service sector. [CO2]
  - c) Explain EFQM model for measuring organizational performance. [CO1]

**PART-C**

3. **Answer any one out of following questions.** (1 x 10 = 10)
- a) Explain the various strategies for improving performance. [CO4]
  - b) Give a comprehensive description on the performance counseling process. [CO3]

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**Semester : 3<sup>rd</sup> MBA**  
**Batch : 2023-25**  
**Subject : Manpower Planning**  
**Subject Code : 18MBA301C**

**Date : 12.11.2024**  
**Class Test : II**  
**Duration : 1 Hr.**  
**Full Marks : 30**

**PART-A**

1. Answer any four out of following questions. (4 x 2 = 8)
- a) How does competency mapping helps HR hiring? [CO1]
  - b) Explain two qualitative methods used frequently in manpower planning. [CO1]
  - c) Why is cohort analysis significant in manpower planning? [CO1]
  - d) Why is Gap analysis significant? [CO2]

**PART-B**

2. Answer any two questions out of following (2 x 6= 12)
- a) Explain the importance of employee engagement program. [CO1]
  - b) Difference between Strategic Manpower Planning and Personnel Planning. [CO2]
  - c) Explain why a business may choose to use internal recruitment over external recruitment. [CO1]

**PART-C**

3. Answer any one out of following questions. (1 x 10= 10)
- a) Describe the process of Strategic Manpower Planning. [CO2]
  - b) Describe competency mapping process. [CO2]

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