

Registration No.:

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

Total Number of Pages: 02

Course: MBA

Sub Code: 18MBA301C

3rd Semester Regular/Back Examination: 2024-25

Manpower Planning

BRANCH(S): MBA, FM&HRM, LSCM, RM, BA, FM, GM, HRM, IB, MM

Time: 3 Hours

Max Marks: 100

Q.Code: R050

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)

- How selection is different from recruitment?
- Write a short note on underutilization of manpower.
- How employee turnover can be measured?
- Write a short note on behavioral interviews.
- What do you mean by potential mapping?
- How succession planning crucial for an organization?
- What are various methods used in HRP?
- How employees' dashboard helpful for manpower planning?
- What do you mean by workforce trend analysis?
- How manpower control and reviews work?

Part-II

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

(6 x 8)

- What are the prerequisites of effective Human Resource Planning?
- Elucidate the use of technology in manpower planning.
- "The process of HR planning is within the business system". Comment.
- What are the obstacles towards seamless manpower demand forecasting?
- "Manpower planning is helpful in strategic management". Analyze.
- How the market or external factors influence workforce planning?
- How job analysis helps manpower planning?
- Explain the process of organizational competency building.
- Explain the significance of strategic staffing.
- Explain the process cohort analysis in brief.
- Distinguish demand forecasting from supply forecasting.
- How the employee data useful in competency management?

Part-III

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

- Q3** Discuss the necessity of HR planning. What are the narrow and broad implications of manpower planning? (16)
- Q4** What is the procedure of potential mapping? How competencies of individuals can be resulted in to performance? (16)
- Q5** Discuss some statistical methods and mathematical techniques often useful in manpower forecasting. (16)
- Q6** Human resource should be approached as a business process to manage successfully. Critically examine. (16)

Registration No.:

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

Total Number of Pages: 02

Course: MBA/MBAP

Sub Code: 18MBA302C/ 18PTMBA501C

3rd / 5th Semester Regular/ Back Examination: 2024-25

Employee Relations

BRANCH(S): MBA, FM&HRM, LSCM, RM, BA, FM, GM, HRM, IB, MM, MBA(PT)

Time: 3 Hours

Max Marks: 100

Q.Code: R145

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 a strike?
- b) Do you think government has played an impact role for healthy industrial relations?
- c) What do you mean by employer's union?
- d) Why social dialogue is important?
- e) What do you mean by a craft union?
- f) How neoliberalism impact employee relations?
- g) What are the levels of strategy in an organization?
- h) What do you mean by employee relations?
- i) How Gandhi's thought impact labour welfare?
- j) Why workers' participation is important?

Part-II

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

(6 x 8)

- a) How conventional approach shaped industrial relations system?
- b) Elucidate the structure and functions of ILO.
- c) Discuss the main and auxiliary functions of trade unions.
- d) Elucidate how proactive HR policies shape the industrial harmony.
- e) Distinguish the approach of bipartism and tripartism.
- f) Different between code of conduct and code of discipline.
- g) How workers' participation can be beneficial for both employers and employees?
- h) How strategic decisions influence industrial relations?
- i) Discuss the benefits and prerequisites of collective bargaining.
- j) Why the concept of "psychological contract" is gaining significance these days?
- k) How globalization influenced industrial relations?
- l) Distinguish industrial relations from employee relations.

Part-III

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

- Q3** What are the roles of different stakeholders in industrial harmony in India? Elucidate in brief the alternatives to dispute management. (16)
- Q4** What do you mean by trade unions? Explain the process of formation and functioning of workers' unions. (16)
- Q5** What do you mean by strategic employee relations? Explain the process and provisions of grievances management in Indian legislations? (16)
- Q6** What are the main causes and how the paradigm shifts of employee relations witnessed in recent years? (16)

Registration No.:

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

Total Number of Pages: 02

Course: MBA/MBAP

Sub_Code: 18MBA303C/18PTMBA502C

3rd / 5th Semester Regular/Back Examination: 2024-25

SUBJECT: Compensation and Benefit Management

BRANCH(S): MBA, FM&HRM, LSCM, RM, BA, FM, GM, HRM, IB, MM, MBA(PT)

Time: 3 Hours

Max Marks: 100

Q.Code: R243

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)

- Define Compensation in your own words.
- What is Wage Policy? Is it essential for the organization?
- What is merit-based Pay? Define.
- Write a short Note on Employee Stock Ownership plans?
- What are the new trends in compensation?
- Incentive plans are important. Why?
- What do you understand by Bargaining Theory?
- What do you understand by payment by results?
- How cost of living index affects the wage policy?
- Outline the various types of fringe benefits.

Part-II

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

- What are the consequences of pay dissatisfaction?
- What are the pre-requisites of Effective Incentive Schemes? Explain.
- Employee welfare is as important as Employee salary. Justify with your own view.
- Salary Administration is a sensitive matter which needs to be handled carefully. Justify.
- TATA is a better Organization as far as welfare of the employees concerned. Do you agree and why?
- The incentive scheme is more required in Manufacturing Organization as compared to Educational Institute. Give your own view points on the above statement.
- What is internal and external equity? How both of these significant in pay determination?
- "People join and stay in a firm because of pay." Comment.
- Analyze the argument in favor of and against merit-based pay.

- j) How Executive benefits are different from typical remuneration and pay?
- k) Explain 3 P compensation management approach.
- l) Why do different companies practice different pay systems?

Part-III

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

- Q3** The concept of compensation is as old as industrialization. How it changed over the period of time? Discuss. (16)
- Q4** Discuss the emerging trends in compensation management. How global market and structural adjustment impacted Organizational compensation policy? (16)
- Q5** Elucidate the process of job evaluation. How effective job evaluation facilitates accomplishment of compensation objectives? (16)
- Q6** Classify different incentive schemes of an organization and their suitability in different context. Discuss the characteristics of ideal incentive schemes. (16)

Registration No.:

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

Total Number of Pages: 02

Course: MBA/MBAP

Sub Code: 18MBA304C/18PTMBA503C

3rd / 5th Semester Regular/Back Examination: 2024-25

SUBJECT: Performance Management System

BRANCH(S): MBA, FM&HRM, LSCM, RM, BA, FM, GM, HRM, IB, MM, MBA(PT)

Time: 3 Hours

Max Marks: 100

Q.Code: R328

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)

- How recognition is an important incentive?
- How non-financial rewards have long term impact?
- What is the use of team bonuses?
- What do you mean by high performance culture?
- Write a short note on performance feedback.
- How MBO works?
- Differentiate between proactive and reactive performance management.
- What do you mean by organization performance assessment?
- How benchmarking works in performance management?
- What is the purpose of performance assessment for training department?

Part-II

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

(6 x 8)

- Explain the prerequisites of performance assessment.
- How communications determine the success of performance management?
- Performance standards inevitable for success. Analyze.
- What are the performance indicators useful for sustainable organization?
- How competency management is helpful at all levels of an organization?
- Explain customized reward aligned with performance management.
- "Management of performance is more crucial and wide reach than assessment." Comment.
- "Balance score card method assesses the performance of an entire organization." Elaborate.
- How assessment center works?
- Potential appraisal is the basis of career development. Comment.

- k) Discuss the use of 360- and 720-degree feedback.
- l) Discuss how performance management helps both organization and employees to excel continuously.

Part-III

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

- Q3** Elucidate different individual and team pay for performance plans with suitable example. **(16)**
- Q4** How internal and external barriers affect performance management in an organization? Explain the measures to curb these barriers. **(16)**
- Q5** How potential mapping is done effectively? Discuss the benefits for individuals and organization. **(16)**
- Q6** Discuss the effective strategies of performance management in any service sector organization with a suitable example. **(16)**