



BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY
& MANAGEMENT STUDIES, BHUBANESWAR

Semester : 9TH IMBA

Batch : 2020-25

Subject: Performance Management System

Subject Code : 16IMN901C

Date : 24.08.2024

Class Test : I

Duration : 1 Hr.

Full Marks : 30

PART-A

1. Answer any four out of following questions. (4 x 2 = 8)
- a) Write two objectives of Performance Management System. CO1
 - b) Explain KPI with suitable example. CO3
 - c) What is MBO? CO1
 - d) What is Performance Review? CO1
 - e) Explain recent effect of performance biasness with example? CO3

PART-B

2. Answer any two questions out of following (2 x 6 = 12)
- a) What is Self Appraisal? Why it is important under Performance Management System. CO2
 - b) "It's not just appraising; it's all about performing." Justify CO3
 - c) What is Potential Appraisal? How it is different from Performance Appraisal? CO1

PART-C

3. Answer any one out of following questions. (1 x 10 = 10)
- a) Explain the process of Performance Management System? CO1
 - b) Distinguish between Performance Appraisal & Performance Management System. CO1

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BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY
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Semester : 9TH IMBA
Batch : 2020-25
Subject: Team Dynamics at Work
Subject Code : 16IMN902C

Date : 27.08.2024
Class Test : I
Duration : 1 Hr.
Full Marks : 30

PART-A

1. Answer any four out of following questions. (4 x 2 = 8)
- a) What do you mean by Team Dynamics? CO1
 - b) What do you understand by Team Cohesiveness? CO1
 - c) What is social loafing? CO1
 - d) What is the role of communication in a team? CO2
 - e) State at least two features of high-performance team. CO1

PART-B

2. Answer any two questions out of following (2 x 6 = 12)
- a) Distinguish between a group and a team. CO1
 - b) What are the challenges being faced in a team? CO2
 - c) Explain the criteria for defining team success. CO1

PART-C

3. Answer any one out of following questions. (1 x 10 = 10)
- a) Explain and discuss how team evolve through various stages. CO1
 - b) Discuss the team effectiveness model and explain the different types of team functions at work. CO2

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Semester : 9TH IMBA
Batch : 2020-25
Subject: Strategy HRM
Subject Code : 16IMN903C

Date : 27.08.2024
Class Test : I
Duration : 1 Hr.
Full Marks : 30

PART-A

1. Answer any four out of following questions. (4 x 2 = 8)
- a) What do you understand by Strategic HRM? CO1
 - b) List out the importance of Strategic Human Resource Management? CO1
 - c) How SHRM is different from traditional HRM? CO1
 - d) What are the barriers of Strategic HRM? CO1
 - e) Define core competency? CO1

PART-B

2. Answer any two questions out of following (2 x 6 = 12)
- a) What do you mean by Best practice? Outline the drawbacks of best practice approach? CO2
 - b) Discuss the factors influencing the investing perspective of HRM. CO2
 - c) Justify the investment in training and development in the present business scenario? CO2

PART-C

3. Answer any one out of following questions. (1 x 10 = 10)
- a) Is securing jobs for the workforce a commendable investment? How will you plan to invest in job secure workforce? CO3
 - b) Being an HR, what will you plan to gain competitive advantage through HR practices of the organization? Explain, with suitable examples. CO3

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