



BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY
& MANAGEMENT STUDIES, BHUBANESWAR

Semester : 3RD MBA
Batch : 2023-25
Subject : Manpower Planning
Subject Code : 18MBA301C

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)
1. What are the objectives of manpower planning. CO1
 2. Write an example of macro level manpower planning. CO1
 3. Why is identification of HR gap significant? CO1
 4. Write two recent trends in employee hiring process. CO2

PART-B

2. Answer any two questions out of following (2 x 6 = 12)
1. Explain the uses of demand forecasting techniques in manpower planning. CO2
 2. Explain the importance of skill inventory for an organization. CO1
 3. Explain the skill set required for HR professional. CO1

PART-C

3. Answer any one out of following questions. (1 x 10 = 10)
1. What are the problems associated with manpower planning and how can these problems be remedied? CO1
 2. How do Artificial Intelligence and Robotics Process Automation impact manpower planning? CO2

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Semester : 3RD MBA
Batch : 2023-25
Subject : Employee Relations
Subject Code : 18MBA302C

Date : 28.08.2024
Class Test : I
Duration : 1 Hr.
Full Marks : 30

PART-A

1. Answer any four out of following questions. (4 x 2 = 8)
- a) Who are the different parties to Industrial Relations? CO1
 - b) What does "Psychological Contract" signify? CO3
 - c) Why do workers join Trade Union? CO3
 - d) Define Integrative Bargaining. CO1
 - e) Differentiate lockout from strike. CO1

PART-B

2. Answer any two questions out of following (2 x 6 = 12)
- a) Discuss the major objectives of Industrial relations. CO1
 - b) How does IR-HRM-OB interface each other. CO2
 - c) Explain the different approaches of IR CO2

PART-C

3. Answer any one out of following questions. (1 x 10 = 10)
- a) Conflict and Cooperation are integral part of any organization. Do you agree? Explain the importance of employer-employee relationship in maintaining a healthy industrial climate. CO1
 - b) Do you think Trade Unions are necessary for employees? Critically analyze the purpose, functions and methods of operations of trade unions in India. CO3



BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY
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Semester : 3RD MBA

Batch : 2023-25

Subject : Compensation and Benefit Management

Subject Code : 18MBA303C

Date : 28.08.2024

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 is Living Wage? CO1
 - b Write Concept of Compensation? CO1
 - c What is PBR method of payment? CO1
 - d What is Deferred Pay? CO1
 - e Define Wage Fund Theory? CO1

PART-B

2. Answer any two questions out of following (2 x 6 = 12)
- a Discuss Residual Claimant Theory and Employment theory of wages. CO2
 - b Explain your brief idea regarding factors affecting Compensation Policies. CO3
 - c Is Compensation is the strongest motivator for employee attraction, retention and development? Give you view on it. CO2

PART-C

3. Answer any one out of following questions. (1 x 10 = 10)
- a Explain the System of Compensation Management and its impact on Organizational Environment. CO2
 - b What is Compensation? Discuss different types of Compensation? CO1

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Semester : 3RD MBA
Batch : 2023-25
Subject : Performance Management System
Subject Code : 18MBA304C

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) What is Performance Management System? CO1
 - b) Write two objectives of PMS. CO1
 - c) Write two KPIs for an Assistant Professor. CO3
 - d) What is performance review? CO3
 - e) What is spill-over effect? CO1

PART-B

2. Answer any two questions out of following (2 x 6 = 12)
- a) Explain the concept of SMART goal. CO1
 - b) Explain Potential Appraisal? Justify its importance under Performance Management System. CO2
 - c) "PMS is not just about appraising; it's all about performing." Justify CO3

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