



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

**Semester : 8th Sem. IMBA
Batch : 2021-26
Subject : Manpower Planning
Subject Code : 16IMN801C**

**Date : 05.03.2025
Class Test : I
Duration : 1 Hr.
Full Marks : 30**

Section- A

1. Answer any four out of following questions. [4 x 2 = 8]
- a. Write two objectives of manpower planning. [CO1]
 - b. Write an example of macro level manpower planning. [CO1]
 - c. Write two recent trends in employee hiring process. [CO1]
 - d. How does regression model help manpower planning? [CO2]
 - e. Distinguish between projection and forecasting. [CO2]

Section-B

2. Answer any two questions out of following [2 x 6= 12]
- a. Discuss various forecasting techniques used in manpower planning. [CO1]
 - b. Explain various kinds of manpower wastages and how do you assess them. [CO1]
 - c. Explain job analysis and its essential functions. [CO3]

Section-C

3. Answer any one out of following questions. [1 x 10= 10]
- a. Write a detailed note on importance of skill inventory for an organization. [CO1]
 - b. What are the problems associated with manpower planning and how can these problems be remedied? [CO2]

All the Best



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

**Semester : 8th Sem. IMBA
Batch : 2021-26
Subject : Employee Relations
Subject Code : 16IMN802C**

**Date : 04.03.2025
Class Test : I
Duration : 1 Hr.
Full Marks : 30**

Section- 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]

Section-B

2. Answer any two questions out of following [2 x 6= 12]
- a) Discuss the major objectives of Industrial relations. [CO1]
 - b) "Is Collective Bargaining superior to other methods of settling Industrial Disputes? Suggest measures for making collective bargaining effective? [CO2]
 - c) Explain the different approaches of IR. [CO2]

Section-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]

All the Best



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

Semester : 8th Sem. IMBA

Batch : 2021-26

Subject : Compensation and Benefit Management

Subject Code : 16IMN803C

Date : 03.03.2025

Class Test : I

Duration : 1 Hr.

Full Marks : 30

Section- A

1. Answer any four out of following questions. [4 x 2 = 8]
- a. What is Compensation? [CO1]
 - b. What is TRS? [CO1]
 - c. Write two Principles of Wage and Salary Administration. [CO1]
 - d. What is the percentage of Employer Share of PF.? [CO2]

Section-B

2. Answer any two questions out of following [2 x 6= 12]
- a. Explain the Surplus Value Theory of Wages? [CO1]
 - b. State and Explain two important Factors of Wage differentials. [CO2]
 - c. What are the components of Wages which are statutory in nature? [CO2]

Section-C

3. Answer any one out of following questions. [1 x 10= 10]
- a). What is compensation Policy? What is its objectives? [CO1]
 - b) Are the theories of Wages relevant in modern management system? Justify with reasons. [CO2]

All the Best