



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

**Semester : 6<sup>th</sup> Sem. IMBA  
Batch : 2022-27  
Subject : Human Resource Management-II  
Subject Code : 16IMN604**

**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. Why Dearness Allowance is paid to employees? [CO1]
  - b. What is Broad-banding? Explain its relevance. [CO1]
  - c. What is CTC? How it is different from take home salary? [CO2]
  - d. Give two examples of non-financial compensation. [CO1]
  - e. Differentiate between Skill based and gender based wage differential. [CO2]

**Section-B**

2. Answer any two questions out of following [2 x 6 = 12]
- a. Explain the difference between wage and salary. [CO1]
  - b. What is executive compensation? Explain its various elements. [CO2]
  - c. Explain the different method of payment. [CO2]

**Section-C**

3. Answer any one out of following questions. [1 x 10 = 10]
- a. Explain the various factors influencing the fixation of wage in an organization? [CO2]
  - b. What is Job Evaluation? What are its objectives? Explain any two methods of Job Evaluation. [CO1]

*All the Best*



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**Semester : 6<sup>th</sup> Sem. IMBA  
Batch : 2022-27  
Subject : Research Methods  
Subject Code : 16IMN602**

**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 Non-Probability Sampling Technique? [CO1]
  - b) What do you mean by Applied Research? [CO1]
  - c) Explain Alternative Hypothesis. [CO1]
  - d) Explain Extraneous Variable with an example. [CO1]
  - e) Write a note on Questionnaire Method of data collection. [CO1]

**Section-B**

2. Answer any two questions out of following [2 x 6= 12]
- a) What do you mean by research? Explain its significance in modern times. [CO1]
  - b) What are the necessities of defining a research problem? [CO1]
  - c) What is hypothesis? Explain the role of hypothesis in research. [CO1]

**Section-C**

3. Answer any one out of following questions. [1 x 10= 10]
- a) Define research design. Briefly discuss about exploratory and descriptive research designs. [CO1]
  - b) Briefly describe the different steps involved in a research process. [CO1]

*All the Best*



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**Semester : 6<sup>th</sup> Sem. IMBA  
Batch : 2022-27  
Subject : Business Ethics  
Subject Code : 16IMN605**

**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) Explain the meaning of Normative Ethics in management. [CO2]
  - b) Why should management graduates study business ethics? [CO3]
  - c) Differentiate between Business Ethics and Law. [CO1]
  - d) What is the main difference between Ethical Subjectivism and Relativism? [CO1]
  - e) State any four objectives of business ethics. [CO1]

**Section-B**

2. Answer any two questions out of following [2 x 6= 12]
- a) Describe the Kohlberg's six stages of moral development. [CO2]
  - b) Business Ethics is an Oxymoron. Justify. [CO3]
  - c) Discuss the characteristics of business ethics. [CO2]

**Section-C**

3. Answer any one out of following questions. [1 x 10= 10]
- a. Define Ethics and explain the elements and sources of Business Ethics. [CO2]
  - b. Define Business Ethics. What are its objectives and the factors that influence business ethics? [CO3]

*All the Best*



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Semester : 6<sup>th</sup> Sem. IMBA  
Batch : 2022-27  
Subject : Financial Management -II  
Subject Code : 16IMN601

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 dividend? [CO1]
  - (b) What is stock split? [CO1]
  - (c) What is Stability of dividend? [CO1]
  - (d) Write down the concept of bonus issue? [CO1]
  - (e) Define working capital? [CO2]

**Section-B**

2. Answer any two questions out of following [2 x 6= 12]
- a) Briefly discuss the reasons and methods of buyback of share? [CO1]
  - b) Discuss Walter's Model with example? [CO1]
  - c) Explain operating cycle with a suitable example? [CO2]

**Section-C**

3. Answer any one out of following questions. [1 x 10= 10]
- a) The following information is available in respect of the rate of return on investment (r), cost of capital (k), and earnings per share (E) of ABC Ltd. Rate of Return on investment (r) = (i) 15% , (ii) 12% ,(iii) 10% Cost of capital (k) = 12% Earnings per share (E) = Rs. 10 Determine the value share using Gordon' model assuming the following: [CO1]

D/p ratio (1-b)	Retention ratio (b)
a) 100	0
b) 80	20
c) 40	60

- b) Discuss different policies under working capital management? [CO2]

*All the Best*





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Semester : 6<sup>th</sup> Sem. IMBA  
Batch : 2022-27  
Subject : Operational Management-II  
Subject Code : 16IMN603

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) Explain the suitability of fixed position layout? [CO2]
  - b) What are the main inputs of MRP? [CO2]
  - c) Explain the benefit of Work Study. [CO1]
  - d) What do you mean by system capacity? How to calculate it? [CO2]
  - e) What do you mean by SIMO chart? [CO1]

**Section-B**

2. Answer any two questions out of following [2 x 6= 12]
- a. An 8 hours work measurement study in a plant reveals the following: Units produced =320nos. ideal time =15%, Performance rating=120%, Allowance=12% of normal time. Calculate the standard time per unit produced. [CO1]
  - b. Explain different types of plant layout with giving its suitability. [CO2]
  - c. What is capacity planning? Explain its classification. [CO2]

**Section-C**

3. Answer any one out of following questions. [1 x 10= 10]
- a. What are the factors affecting plant location and also explain any one location model with giving suitable example. [CO2]
  - b. A job has been subdivided into five elements. The time for each element and respective ratings are given below. [CO1]

Element Number	Observed Time(min)	Rating Factor(%)
1	0.7	80
2	0.8	100
3	1.3	120
4	0.5	90
5	1.2	100

Calculate the Normal time and standard time for each element and for the job if the allowance is 15%.

*All the Best*