



BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY  
& MANAGEMENT STUDIES, BHUBANESWAR

Semester : 4<sup>th</sup> Sem. MBA  
Batch : 2023-25  
Subject : Strategic HRM  
Subject Code : 18MBA402C

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) Define SHRM and elaborate its nature. [CO1]
  - b) How is SHRM different from HRM? [CO2]
  - c) What do you understand by Best Fit Approach? [CO1]
  - d) What are the Investment perspectives in HR? [CO1]
  - e) What are the main characteristics of SHRM? [CO2]

**Section-B**

2. Answer any two questions out of following [2 x 6= 12]
- a) What do you mean by Integrated HR Systems? [CO1]
  - b) In what ways does the HRD function relate to the organization's strategy? Give contextual examples. [CO4]
  - c) What are the benefits of SHRM? [CO1]

**Section-C**

3. Answer any one out of following questions. [1 x 10= 10]
- a) Explain the framework of Strategic Human Resource Management process. [CO1]
  - b) What are the various approaches to SHRM? Explain in detail. [CO2]

*All the Best*



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**Semester : 4<sup>th</sup> Sem. MBA  
Batch : 2023-25  
Subject : Industrial Legislations  
Subject Code : 18MBA403C**

**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) A worker in a shed was injured by the fall of the wall which was not the property of the employer. Will the employer be able to pay compensation to the injured? [CO2]
  - b) An employee is sent by his company to another city for official work. While traveling, he meets with an accident and gets injured. Can the employer refuse to pay compensation, stating that the accident happened outside the workplace? [CO3]
  - c) A factory worker has been continuously working for 9 hours a day for six days a week. The employer argues that since no single day's working hours exceeded the legal daily limit, no overtime payment is required. Is this correct? [CO3]
  - d) A factory has not provided separate toilets for male and female workers. Some female workers raise complaints about poor sanitation. Can they claim their right? [CO2]

**Section-B**

2. Answer any two questions out of following [2 x 6 = 12]
- a) Outline the rights and obligations of workers under factories Act 1948. [CO1]
  - b) What are the powers of an inspector under factories Act 1948? [CO1]
  - c) Explain the salient provisions of factories Act, 1948 regarding health and safety of workers? [CO1]

**Section-C**

3. Answer any one out of following questions. [1 x 10 = 10]
- a) Explain the concept of "arising and out of and in course of employment" in the context of Employees Compensation Act 1923. [CO1]
  - b) Who is covered under the Employees Compensation Act 1923? What are the challenges faced by workers in claiming compensation under the Act? [CO2]

*All the Best*



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**Semester : 4<sup>th</sup> Sem. MBA  
Batch : 2023-25  
Subject : Team Dynamics at Work  
Subject Code : 18MBA401C**

**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 do you mean by Team Dynamics? [CO1]
  - b) What do you understand by Team Cohesiveness? [CO1]
  - c) What is social loafing? [CO1]
  - d) Team provides a larger pool of idea. Explain? [CO2]
  - e) State at least 2 characteristics of high-performance team. [CO1]

**Section-B**

- 2. Answer any two questions out of following [2 x 6= 12]**
- a) Distinguish between a group and a team. [CO1]
  - b) Explain the concept of virtual team and its relevance in present time? [CO2]
  - c) Explain the criteria for defining team success. [CO2]

**Section-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) Explain Co-operation. Discuss various type of Co-operation with suitable example. [CO2]

*All the Best*