



Semester : 8th Sem. IMBA
Batch : 2020-25
Subject : Manpower Planning
Subject Code : 16IMN801C

Date : 26.04.2024
Class Test – I
Duration : 1 Hr.
Full Marks : 30

Section- A

1. Answer any four out of the following questions. (4 x 2 = 8)
- Distinguish between training and development.
 - Distinguish between projection and forecasting.
 - Write 2 objectives of manpower planning.
 - Why is study of manpower planning significant?
 - Write two recent trends in employee hiring process. Outline HRP process.

Section-B

2. Answer any two questions out of the following (2 x 6= 12)
- How do Artificial Intelligence and Robotics Process Automation impact manpower planning?
 - Why is control and evaluation important in manpower planning? How it is done?
 - What are the problems associated with manpower planning and how can these problems be remedied?

Section-C

3. Answer any one out of the following questions. (1 x 10= 10)
- Discuss four recent HR trends and how do they influence manpower planning.
 - Do you think, employee hiring is the only solution to manage HR imbalances/ gap? If yes, why; if not, what are the other HR programs?

All the Best



Semester : 8th Sem. IMBA
Batch : 2020-25
Subject : Employee Relations
Subject Code : 16IMN802C

Date : 29.04.2024
Class Test : I
Duration : 1 Hr.
Full Marks : 30

Section- A

1. Answer any four out of the following questions. (4 x 2 = 8)
- a) What is psychological contract?
 - b) What do you understand by Employee relations Management?
 - c) State at least two points highlighting the importance of having good employee relations.
 - d) What is the role of HR in employee relations?
 - e) What are some laws and regulations relating to Employee Relations?

Section-B

2. Answer any two questions out of the following (2 x 6 = 12)
- a) How can organizations promote a positive workplace culture?
 - b) How does Employee Relations differ from Industrial Relations?
 - c) Discuss the key elements of Employee Relations.
 - d) What are some common challenges in managing employee relations?

Section-C

3. Answer any one out of the following questions. (1 x 10 = 10)
- a) Evaluate the significance of employee relations in maintaining a harmonious and productive work environment.
 - b) Illustrate and explain the various factors that can impact Employee Relations at the workplace.

All the Best



Semester : 8th Sem. IMBA

Batch : 2020-25

Subject : Compensation and Benefit Management

Subject Code : 16IMN803C

Date : 01.05.2024

Class Test – I

Duration : 1 Hr.

Full Marks : 30

Section- A

1. Answer any four out of the following questions. (4 x 2 = 8)

- a. What is Deferred Pay?
- b. What is Wage Fund Theory?
- c. What is PBR method of payment?
- d. What is Living Wage?
- e. What is 3p Concept of Compensation?

Section-B

2. Answer any two questions out of the following (2 x 6= 12)

- a. Explain your brief idea regarding factors affecting Compensation Policies.
- b. Discuss Residual Claimant Theory and Employment theory of wages.
- c. Is Compensation the strongest motivator for employee attraction, retention and development? Give your view on it.

Section-C

3. Answer any one out of the following questions. (1 x 10= 10)

- a. What is Compensation? Discuss different types of Compensation.
- b. Explain the System of Compensation Management and its impact on Organizational Environment.

All the Best