



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

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

**Date : 15.04.2025
Class Test : II
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 a virtual team? [CO1]
 - b) Explain Team Diversity? [CO1]
 - c) What are various challenges face a by a team leader? [CO2]
 - d) Differentiate between Cooperation and Competition with examples? [CO2]
 - e) What do you understand by Group norms? [CO1]

Section-B

2. Answer any two questions out of following [2 x 6= 12]
- a) Explain the importance of various reward strategies to maintain a high performing team [CO3]
 - b) Discuss the various mechanism to resolve conflict in a team. [CO2]
 - c) Explain the various sources of power and it's the role in defining of social influence. [CO2]

Section-C

3. Answer any one out of following questions. [1 x 10= 10]
- a) Elucidate the different techniques to train a team and its importance in present corporate world. [CO4]
 - b) Explain the process and techniques for team decision making. Justify the best approach to take decisions in a team. [CO3]

All the Best



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**Semester : 4th Sem. MBA
Batch : 2023-25
Subject : Strategic HRM
Subject Code : 18MBA402C**

**Date : 17.04.2025
Class Test : II
Duration : 1 Hr.
Full Marks : 30**

Section- A

1. Answer any four out of following questions. [4 x 2 = 8]
- a) What do you understand by Green Culture? [CO1]
 - b) Define Repatriation. [CO1]
 - c) What are the main components of HPWPs in organization? [CO2]
 - d) How is ethnocentric different from polycentric? [CO3]
 - e) What do you mean by Integrated HR Systems? [CO1]

Section-B

2. Answer any two questions out of following [2 x 6= 12]
- a) Explain the selection criteria of Expatriates. [CO1]
 - b) Discuss the strategic issues in International assignments. [CO1]
 - c) Distinguish between domestic HRM and international HRM. [CO2]

Section-C

3. Answer any one out of following questions. [1 x 10= 10]
- a) "Strategies are formulated by Advisors and executed by managers" are you in agreement with this? Please analyze the above statement with suitable examples. [CO3]
 - b) Explain the framework of Strategic HR Management Process. [CO2]

All the Best



**BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY
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**Semester : 4th Sem. MBA
Batch : 2023-25
Subject : Industrial Legislations
Subject Code : 18MBA403C**

**Date : 16.04.2025
Class Test : II
Duration : 1 Hr.
Full Marks : 30**

Section- A

1. **Answer any four out of following questions.** [4 x 2 = 8]
- a) What is the objective of Minimum wage act? [CO1]
 - b) As per payment of wage act 1936, within how many days must wages be paid to employees after the wage period ends? [CO1]
 - c) Priya works in a company with 30 employees and earns Rs.19,000 per month. She recently had a minor surgery and needed 10 days of rest. She applied for sickness benefits under the ESI scheme. Is Priya eligible for ESI benefits? [CO3]
 - d) Identify the eligibility of Bonus? [CO3]

Section-B

2. **Answer any two questions out of following** [2 x 6= 12]
- a) Explain the different types of benefits provided by the ESI Act, 1948. [CO1]
 - b) Who is authorised to fix minimum wage and in what manner? [CO2]
 - c) Alisha works in a packaging unit that employs around 50 workers. Her monthly wage is Rs. 12,000. For the last two months, her wages were paid 10 days after the wage period ended. Additionally, the employer deducted Rs. 800 from her wages for a damaged machine, without giving her any prior notice or explanation. Discuss the applicability and key provisions of the Payment of Wages Act, 1936 in this context? [CO3]

Section-C

3. **Answer any one out of following questions.** [1 x 10= 10]
- a) Arjun works in a private manufacturing company that has 25 employees. He has been contributing to the EPF scheme regularly. However, he recently found out that his employer has not deposited the PF contributions (both employee and employer portions) for the last six months. Discuss the employer's legal obligation under EPF act. [CO3]
 - b) What are the conditions for the eligibility of bonus? When is an employee disqualified from receiving bonus? [CO3]

All the Best