



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

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

**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. Write two interview questions having relevance for manpower planning. [CO1]
 - b. How is behavioral event interview conducted [CO1]
 - c. Write two factors influencing employee retention. [CO1]
 - d. Why is Gap analysis significant? [CO2]
 - e. State the importance of retention planning. [CO2]

Section-B

- 2. Answer any two questions out of following [2 x 6= 12]**
- a. Explain 3 employee engagement initiatives undertaken by companies to keep their employees engaged. [CO3]
 - b. What are the possible ways of overcoming a problem of not finding the correct numbers of people, the organization is looking for? [CO2]
 - c. Explain why a business may choose to use internal recruitment over external recruitment. [CO2]

Section-C

- 3. Answer any one out of following questions. [1 x 10= 10]**
- a. "Competencies are specific employee behaviors that relate to an organization's strategic goals, are correlated with job performance and can be measured and strategically leveraged across multiple HR and other business systems to improve overall performance." Justify [CO2]
 - b. "Competition has forced organizations to start thinking strategically. In planning the human capital, successful organizations are formulating and implementing strategic human resource planning." Discuss with a company example. [CO2]

All the Best



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

**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 significance of industrial dispute and grievance management? [CO4]
 - b) What is tripartism in industrial relations. [CO2]
 - c) Define Industrial Dispute as per the Industrial Disputes Act, 1947 [CO1]
 - d) Explain Strike. [CO1]
 - e) What is productivity bargaining? [CO2]

Section-B

2. **Answer any two questions out of following** [2 x 6= 12]
- a) Explain the role and structure of trade unions and how they influence industrial relations. [CO4]
 - b) Participation of workers in management is claimed to usher in the era of "Industrial Democracy". Discuss. [CO4]
 - c) Analyze the concept of workers' participation in management and its impact on organizational effectiveness and labor relations. [CO3]

Section-C

3. **Answer any one out of following questions.** [1 x 10= 10]
- a) Define Trade Union. Explain the various theories of Trade Union [CO3]
 - b) Discuss the role of the International Labour Organization (ILO) in promoting fair labor practices and social justice globally. Additionally, explain the functions of the ILO and the significance of its conventions and recommendations in shaping labor laws and policies across member states. [CO4]

All the Best



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Semester : 8th Sem. IMBA
Batch : 2021-26
Subject : Comp. and Benefit Management
Subject Code : 16IMN803C

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. Explain the concept of Golden Parachute. [CO1]
 - b. Name three features of Halsey Premium Plan. [CO1]
 - c. Write down 4 reasons of Broad Banding. [CO1]
 - d. If an employee is getting Rs10,000 Basic Salary, DA 80% of Basic What will be his EDLI amount? [CO2]

Section-B

2. Answer any two questions out of following [2 x 6= 12]
- a. An Employee has worked for 36 years and retired on the day he completed 36 years. His Basic Salary is Rs 25,000, DA is 20% of Basic, HRA is 5% of Basic. What will be his total due on the day of retirement? [CO3]
 - b. XYZ Ltd. Has 100 employees with number of employees are divided as per following designations CMD-01 no EDs- 6nos. VPs- 20 nos. Managers- 30nos. Deputy Managers- 23 nos. Assistant Managers- 10 nos. Senior Office Assistants- 5nos. Office Assistants-5 nos. Each designation has separate salary structure. Please design a salary gradation using "Broad Branding" Principle. [CO2]
 - c. State 4 benefits under ESI Act.1948. [CO3]

Section-C

3. Answer any one out of following questions. [1 x 10= 10]
- a). State and Explain Various Job Evaluation Techniques.? [CO2]
 - b) What are the statutory benefits an employee is entitled in his service period and after retirement. [CO3]

All the Best