

Registration No.:

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Total Number of Pages: 02

 Course: IMBA
 Sub_Code: 16IMN801C
8th Semester Regular Examination: 2024-25

SUBJECT: Manpower Planning

BRANCH(S): IMBA

Time: 3 Hours

Max Marks: 100

Q.Code: S107

Answer Question No.1 (Part-I) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right-hand margin indicate marks.

Part-I

Q1 Answer the following questions:

(2 x 10)

- a) Define manpower planning.
- b) Mention any two sources of manpower supply.
- c) State two key uses of a job description.
- d) What do you mean by manpower gap analysis?
- e) Outline the objectives of competency mapping.
- f) State any two factors that can influence the manpower plan.
- g) What do you mean by strategic staffing?
- h) Define forecasting accuracy.
- i) What is cohort analysis?
- j) Outline the outcomes of strategic HRP.

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)

(6 x 8)

- a) Explain the objectives of manpower planning at the micro and macro levels.
- b) How is demand forecasting different from supply forecasting in HR?
- c) Explain any two techniques used for manpower supply.
- d) How does job analysis contribute to manpower planning?
- e) Explain the necessity for manpower forecasting.
- f) How is the HRP linked with other HR functions?
- g) Explain the procedures and methods of data collection for competency mapping.
- h) What are the qualitative aspects of manpower planning?
- i) Explain the objectives and benefits of manpower planning.
- j) Describe the application of Markov analysis in manpower planning.
- k) What is the significance of strategic manpower planning?
- l) How can you develop a manpower plan?

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

(16 x 2)

- Q3** Explain the process and techniques of manpower forecasting. Illustrate with suitable examples and discuss its benefits in effective manpower planning. **(16)**
- Q4** Discuss the use and applicability of different statistical and mathematical models in manpower planning. **(16)**
- Q5** What is strategic manpower planning? Explain its concept, methods, and key steps. **(16)**
- Q6** Critically analyze the challenges HR professionals face in implementing effective manpower planning systems. Suggest possible solutions. **(16)**

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Total Number of Pages: 02

Course: IMBA
Sub_Code: 16IMN802C

8th Semester Regular/Back Examination: 2024-25

SUBJECT: Employee Relations

BRANCH(S): IMBA

Time: 3 Hours

Max Marks: 100

Q.Code: S191

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Part-I

- Q1 Answer the following questions: (2 x 10)
- How do you define Industrial Relations?
 - What is Conciliation? Why is it important?
 - Define Collective Bargaining.
 - What do you understand by Tripartism?
 - What are the conditions necessary for a strong and successful Trade Union?
 - Differentiate lockout from strike.
 - Distinguish between 'Intramural' and "extramural" employee welfare with example.
 - What do you understand by code of Discipline?
 - Define Industrial Dispute as per the Industrial Dispute Act, 1947
 - What does employment relationship signify?

Part-II

- Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)
- What is Workers Participation in Management? Explain it.
 - Briefly explain the theory of Collective Bargaining.
 - Strikes over the years have reduced. What is your view? Elaborate.
 - Discuss the distinction between blue-collar & white-collar unions.
 - Employee Relation is having direct impact on Organization performance. Explain.
 - What is the structure of ILO and its function? Explain.
 - Discuss the systems approach to industrial relations.
 - Briefly summarize the role of tripartite bodies in India.
 - Effective discipline can have a positive effect on the productivity of employees. Discuss with example.
 - Discuss the steps for managing a grievance.
 - Define conciliation. Explain the process of conciliation.
 - How can Trade Unionism be made an effective tool of industrial relations in the context of India?

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

(16 x 2)

- Q3** Industrial Relations is important and essential? What is the objective of it? Explain the necessary conditions for effective Industrial Relations. **(16)**
- Q4** Conflict and Cooperation are the two sides of the coin. Do you agree? Explain the employer & employee relationship to maintain a healthy industrial climate. **(16)**
- Q5** Why do workers join Trade Unions? What are the general problems being faced by Trade Unions? Explain. **(16)**
- Q6** What is meant by Collective Bargaining? Bring out clearly the merits and demerits of collective bargaining as method of setting Industrial Disputes. **(16)**

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Total Number of Pages: 02

Course: IMBA
Sub_Code: 16IMN803C

8th Semester Regular/Back Examination: 2024-25
SUBJECT: Compensation and Benefit Management

BRANCH(S): IMBA

Time: 3 Hours

Max Marks: 100

Q.Code: S231

Answer Question No.1 (Part-I) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right-hand margin indicate marks.

Part-I

Q1 Answer the following questions:

(2 x 10)

- What are the socio-economic objectives of wage policy?
- Differentiate between nominal wage and real wage.
- Write short notes on wage differential.
- What are the methods of wage payment?
- What are the fundamental differences between incentives and awards?
- Define "Pay for Performance."
- Why is compensation management significant?
- Write the concept of Broad-banding.
- What do you mean by executive compensation?
- What are the quantitative methods of job evaluation?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)

(6 x 8)

- Explain the objectives of job evaluation. How will job evaluation be useful for the fixation of wages?
- Explain the 3 P compensation management approach.
- Explain the different types of incentive schemes used in organizations. What are the essential prerequisites for designing an effective incentive scheme?
- What are retirement benefits? Discuss any three types of retirement benefits provided to employees.
- Discuss the various components of the compensation structure. Give an account of various factors to consider in determining the compensation structure.
- Discuss the Surplus Value Theory in detail.
- Explain the process of wage fixation through Wage Boards.
- Describe the method of Collective Bargaining for wages.

- i) What are the new trends in compensation? Discuss.
- j) Discuss the scope and functions of the Pay Commission.
- k) What are the key criteria used to fix wages in an organization? Explain with examples.
- l) Briefly outline the various group incentive plans implemented by the organizations.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

(16 x 2)

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| Q3 | Explain the Bargaining Theory of Wages. Discuss its key assumptions, relevance in modern compensation systems, and limitations with examples. | (16) |
| Q4 | What are wage incentive plans? Explain the merits and demerits of providing incentives to employees. | (16) |
| Q5 | Explain the principles of wage and salary administration and discuss how these principles help to ensure fair and competitive compensation practices within an organization. | (16) |
| Q6 | What do you understand by 'Compensation Strategy'? What factors affect the formulation of the 'Compensation Strategy'? | (16) |