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Total Number of Pages: 02

Course: MBA
Sub_Code: 18MBA401C4th Semester Regular/Back Examination: 2024-25

SUBJECT: Team Dynamics At Work

BRANCH(S): BA, FM, FM&HRM, GM, HRM, IB, LSCM, MBA, MM, RM

Time: 3 Hours

Max Marks: 100

Q.Code: S043

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 is the purpose of forming teams in organizations?
 - How does a group differ from a team?
 - What is the role of social influence in team performance?
 - Define a virtual team.
 - How does a virtual team differ from a traditional team?
 - What are the key elements to consider when evaluating a team performance?
 - What is meant by "team building"?
 - Define diversity in the context of team dynamics.
 - Mention two factors that contribute to effective team communication.
 - Distinguish between cooperation and competition in teams.

Part-II

- Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)** (6 x 8)
- Discuss the various types of teams with suitable examples. How do the types of teams impact communication and collaboration?
 - What strategies can organizations adopt to ensure adequate training of cross-functional teams?
 - Illustrate the process of team building. Why is it crucial for team success?
 - Explain the importance of evaluating and rewarding teams. What methods can be used to ensure fair assessment and motivation?
 - Discuss the impact of social influence on individual behavior within teams. How can it be managed positively?
 - Compare and contrast self-managed teams and cross-functional teams. How do their dynamics differ?
 - "Conflict brings out a communication gap among employees." Explain.

- h) How can organizations design training programs that align with team needs and organizational goals?
- i) How do reward systems influence motivation and performance in teams? Suggest both financial and non-financial rewards.
- j) What are the best practices for onboarding members into a virtual team to ensure smooth integration?
- k) How can organizations create an environment that supports effective team dynamics and performance?
- l) Explain the term 'Decision Making' and the role of teams in organizational decision-making.

Part-III

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

(16 x 2)

- Q3 Examine the key challenges faced by team leaders in managing diversity within teams. How can leaders leverage diversity to enhance team creativity, inclusivity, and performance? Provide examples. (16)
- Q4 Briefly explain the functions and challenges of a cross-functional team. How can understanding basic team processes improve collaboration and performance in organizational teams? (16)
- Q5 Discuss the relationship between team culture and organizational culture. How can alignment between the two influence team motivation, cohesion, and outcomes? (16)
- Q6 "A team is more than the sum of its parts." Critically analyze this statement in the context of team synergy, communication, and mutual accountability. Support your answer with models and examples. (16)

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Course: MBA
Sub_Code: 18MBA402C

4th Semester Regular/Back Examination: 2024-25

SUBJECT: Strategic HRM

BRANCH(S): BA, FM, FM&HRM, GM, HRM, IB, LSCM, MBA, MM, RM

Time: 3 Hours

Max Marks: 100

Q.Code: S135

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)

- What is the objective of Strategic HRM?
- How Strategic HR is different from Traditional HR?
- Define core competency.
- What are high performances works practices? State in few lines.
- What is Investment perspective in HR?
- What is an Integrated HR System?
- What do you understand by Best Fit Approach?
- Define Strategic Performance Management.
- What are Strategic HR Policies?
- What do you mean by Universalistic theory of SHRM?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- Organizational outcomes depend on the performance of HRM? Do you agree? Justify.
- To get Global competitive advantage we need Global Competent managers. What is your view? Explain.
- Core competencies derive the competitive advantage. If you agree on the statement, explain with an example.
- Aligning HR Strategy with Business strategy is the need of the hour. Explain.
- What is core competency? How it gives the competitive advantage to the organization?
- What is the sustainable Global competitive advantage? Explain.
- What do you mean by integrated HR system? Justify its importance.
- Distinguish between expatriation & repatriation.
- Discuss the strategic issues in international assignments.
- Explain Best Practice Approach with an example of IT Company?

- k) In what ways does the HRD function relate to the organizations strategy? Give contextual examples?
- l) Is Investment in job Secure Workforce commendable? Explain & Justify.

Part-III

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

(16 x 2)

- Q3** What differentiates human resource management from strategic human resource management? **(16)**
- Q4** Explain Relationship between High Performing Work Team (HPWP) and Organizational Performance? **(16)**
- Q5** Differentiate between 'Best Fit' approach and 'Best Practice' approach. **(16)**
- Q6** How the strategy will help for a better utilization of Human Resources in an Organization? Explain. **(16)**

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Total Number of Pages: 02

Course: MBA
Sub_Code: 18MBA403C

4th Semester Regular/Back Examination: 2024-25

SUBJECT: INDUSTRIAL LEGISLATIONS

BRANCH(S): BA, FM, FM&HRM, GM, HRM, IB, LSCM, MBA, MM, RM

Time: 3 Hours

Max Marks: 100

Q.Code: S207

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) Why is Industrial legislations significant in industries?
 - b) What is a hazardous process under Factories Act?
 - c) When does an employer refuse to pay Bonus to an employee legally?
 - d) Define Industrial disputes.
 - e) What are the objectives of Minimum Wages Act?
 - f) What is doctrine of notional extension in Employees compensation Act?
 - g) What is a lockout? When can a company declare lockout?
 - h) What is the role of a conciliation officer?
 - i) What is the amount of contributions made by employee and employer under EPF Act?
 - j) What is an employment injury?

Part-II

- Q2** Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)
- a) Discuss the provisions of payment of gratuity (when to pay, whom to pay, and how much to pay) to an employee of a company.
 - b) Describe the procedure to register a trade union and obtain certificate for the same.
 - c) Discuss briefly the mechanisms of settling industrial disputes.
 - d) Enumerate the different forms of collective bargaining process.
 - e) What are the procedures for retrenchment of workmen of an industrial organisation?
 - f) Briefly discuss the provisions of the Factories Act with regard to health of workers.
 - g) Distinguish between model standing orders and certified standing orders.
 - h) Write a note on Payment of subsistence allowance under IE (standing orders) Act.
 - i) Distinguish between Arbitration and Adjudication under the Industrial Disputes Act.
 - j) Distinguish between sickness benefit and medical benefit under ESI Act.
 - k) Discuss the principles governing domestic enquiry.
 - l) Discuss different types of strikes that may take place in an industrial establishment.

Part-III

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

(16 x 2)

- Q3** Describe the provisions of Factories Act with respect to Welfare. **(16)**
- Q4** Discuss the different types of compliances a company must adhere to under the Factories Act. **(16)**
- Q5** State the penalties for the closure of an undertaking without giving notice under the Industrial Disputers Act. **(16)**
- Q6** Discuss the provisions relating to the privileges of registered trade union. Also describe the rules regarding change of the name of the registered union. **(16)**