BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT STUDIES, BHUBANESWAR

Semester : 3rd Sem. MBA
Batch : 2024-26
Subject : Manpower Planning and Development
Subject Code : MBPC3009

Date : 16.09.2025
Class Test : I
Duration : 1 Hr.
Full Marks : 30

Section- A

1. **Answer any four out of following questions.** [4 x 2 = 8]

    a) Give an example of macro-level manpower planning. [CO1]

    b) Mention two recent trends in the employee hiring process. [CO1]

    c) How the regression model helps in manpower planning. [CO1]

    d) Distinguish between training and development. [CO1]

    e) Write any two objectives of manpower planning. [CO1]

Section-B

2. **Answer any two questions out of following** [2 x 6= 12]

    a) Explain the various kinds of manpower wastages and describe how they can be assessed. [CO1]

    b) Explain the skill set required for an HR professional. [CO2]

    c) Develop a job description and job specification for a LIC agent. [CO2]

Section-C

3. **Answer any one out of following questions.** [1 x 10= 10]

    a) Do you think employee hiring is the only solution to manage HR imbalances/gaps? If yes, explain why. If not, identify and discuss the other HR programs that can be. [CO2]

    b) Explain the significance of skill inventory. List and discuss the skill set required for Salesperson, with a suitable example. [CO2]

All the Best

Semester : 3rd Sem. MBA
Batch : 2024-26
Subject : Performance Management System
Subject Code : MBPC3010

Date : 15.09.2025
Class Test : I
Duration : 1 Hr.
Full Marks : 30

Section- A

1. **Answer any four out of following questions.** [4 x 2 = 8]

   a. Define Performance management. [CO1]

   b. What is KPI? [CO1]

   c. How recency effect affects overall performance appraisal? [CO2]

   d. State two benefits of effective Performance management system. [CO2]

   e. What do you understand by 360-degree appraisal? [CO1]

Section-B

2. **Answer any two questions out of following** [2 x 6= 12]

   a. Differentiate Performance Appraisal from Potential Appraisal. [CO1]

   b. Why performance management fails? Discuss. [CO2]

   c. Explain the MBO method of performance appraisal. [CO2]

Section-C

3. **Answer any one out of following questions.** [1 x 10= 10]

   a) "No organization can survive without improving its performance. Do you agree?" Justify your answer. Explain the process of PMS in detail. [CO2]

   b) Discuss different methods of performance appraisal. [CO2]

All the Best

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

Semester : 3rd Sem. MBA
Batch : 2024-26
Subject : HR Analytics and HRIS
Subject Code : MBPC3011

Date : 17.09.2025
Class Test : I
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 HR Analytics? [CO1]

   b) Differentiate between HR Analytics and People Analytics. [CO1]

   c) Why is HR Reporting important for managers? [CO2]

   d) What is the importance of reliability and validity of HR data? [CO1]

   e) Name 2 internal source of HR data [CO1]

Section-B

2. **Answer any two questions out of following** [2 x 6= 12]

   a) Discuss how HR analytics supports strategic decision-making in organizations with suitable examples. [CO2]

   b) Explain the benefits and challenges of HR Analytics in modern organizations. Support your answer with real-life HR practices. [CO2]

   c) Differentiate between types of data and scales of data. Illustrate their application in HR research like employee satisfaction survey, performance appraisal etc. [CO2]

Section-C

3. **Answer any one out of following questions.** [1 x 10= 10]

   a) Describe the different types of HR Analytics. Illustrate with HR-related examples for each. [CO1]

   b) You are given an HR dataset with missing values and inconsistent formats. As an HR analyst, explain the steps you would take to examine and purify the data for further analysis. [CO2]

All the Best

BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT STUDIES, BHUBANESWAR

Semester : 3rd Sem. MBA   Date : 17.09.2025
Batch : 2024-26   Class Test : I
Subject : Industrial Relations and Labour Legislations   Duration : 1 Hr.
Subject Code : MBPC3012   Full Marks : 30

Section- A

1.   **Answer any four out of following questions.**   [4 x 2 = 8]

a) What do you mean by Labor Legislations? Explain the need of Labour Legislations. [CO1]

a) Who are the different parties to Industrial Relations?   [CO1]

b) How is Conciliation different from Meditation?   [CO2]

c) What do you mean by bipartite bodies?   [CO1]

d) Define a trade union? How does it impact the wages of the employees? [CO1]

Section-B

2.   **Answer any two questions out of following**   [2 x 6= 12]

a) Explain the scope and approaches to Industrial Relations.   [CO2]

b) Discuss the role of tripartite forums (ILC and SLC) in Industrial Relations [CO2]

c) What are the major unfair labour practices listed under the IR Code?   [CO1]

Section-C

3.   **Answer any one out of following questions.**   [1 x 10= 10]

a) Explain the duties of employers and employees as provided under the OSHWC Code, 2020.   [CO2]

b) Critically examine the welfare provisions under the OSHWC Code, 2020. [CO3]

All the Best