Semester : 9ᵗʰ Sem. IMBA **Date : 08.11.2025**
Batch : 2021-26 **Class Test : II**
Subject : Performance Management System **Duration : 1 Hr.**
Subject Code : 16IMN901C **Full Marks : 30**

Section- A

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

    a) Explain the concept of Performance Coaching. [CO1]

    b) What is performance counselling? [CO1]

    c) What is *"Do only what you get paid for"* syndrome? [CO1]

    d) A successful performance management system promotes a healthy feedback culture Explain. [CO4]

    e) How collaborative learning induce better perform management? CO4

Section-B

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

    a) The implementation of Balance Score Card for performance measurement [CO3]

    b) Highlight the implication of performance management in service sector. [CO2]

    c) Explain EFQM model for measuring organizational performance. [CO1]

Section-C

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

    a) Explain the various strategies for improving performance. [CO4]

    b) Give a complete description on the performance counseling process. [CO3]

All the Best

Semester : 9th Sem. IMBA **Date : 07.11.2025**
Batch : 2021-26 **Class Test : II**
Subject : Team Dynamics at Work **Duration : 1 Hr.**
Subject Code : 16IMN902C **Full Marks : 30**

Section- A

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

    a) Define 'conflict resolution' in a team context. [CO4]
    b) What is 'power' in the context of team dynamics? [CO3]

    c) Do you prefer face-to-face meetings or digital communication for team collaboration, and why? [CO3]

    d) What is 'referent power'? [CO3]

    e) Mention two methods to improve team collaboration. [CO3]

Section-B

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

    a) Explain the role of decision-making in team dynamics, and how consensus can be achieved. [CO4]

    b) Describe the steps involved in resolving conflicts within a team. Provide examples. [CO4]

    c) What are some common challenges faced by teams in the workplace, and how can these challenges be overcome? [CO4]

Section-C

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

    a) Evaluate the importance of leadership styles in managing team dynamics. Discuss different leadership styles (e.g., autocratic, democratic, transformational) and their impact on team performance. [CO3]

    b) Analyze the role of social influence in shaping a team's culture and behavior. Discuss the types of social influence (e.g., conformity, compliance, obedience) and provide real-life examples of how they manifest in teams. [CO3]

All the Best

Semester : 9ᵗʰ Sem. IMBA   **Date : 06.11.2025**
Batch : 2021-26   **Class Test : II**
Subject : Strategic HRM   **Duration : 1 Hr.**
Subject Code : 16IMN903C   **Full Marks : 30**

Section- A

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

    a) Define Repatriation?   [CO1]

    b) What are the main components of HPWPs in organization?   [CO2]

    c) How is ethnocentric different from polycentric?   [CO3]

    d) State two ways HR can improve workforce utilization.   [CO3]

    e) Define global HRM.   [CO1]

Section-B

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

    a) Distinguish between domestic HRM and international HRM.   [CO2]

    b) Define Strategic Performance Management. Explain its process in detail. [CO2]

    c) Discuss the Integrated Human Resource System Model and its components. [CO3]

Section-C

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

    a) Discuss the strategic importance of training and development in modern organizations. How can HR strategies ensure that training programs are aligned with organizational goals and employee career growth? Provide real-world examples. [CO3]

    b) Explain the key components of HPWP and how they create a high-performance culture.   [CO3]

All the Best