



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

**Semester : 3<sup>rd</sup> Sem. MBA**  
**Batch : 2024-26**  
**Subject : Performance Management System**  
**Subject Code : MBPC3010**

**Date : 07.11.2025**  
**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 performance review? [CO1]
  - b) What is EFQM? [CO1]
  - c) Mention any two examples of non-monetary rewards. [CO1]
  - d) Tell the relevance of potential mapping? [CO2]
  - e) How performance coaching works? [CO2]

**Section-B**

- 2. Answer any two questions out of following [2 x 6= 12]**
- a) Discuss the syndrome – “Do only what you get paid for”? [CO2]
  - b) Explain the concept and importance of performance feedback in an organization. [CO2]
  - c) Performance standards are inevitable for success. Examine. [CO3]

**Section-C**

- 3. Answer any one out of following questions. [1 x 10= 10]**
- a) Balance Scorecard method assesses the performance of an entire organization. Elaborate. [CO3]
  - b) Discuss the need and principles of reward management. Specify the key components of reward structure and also suggest some of the contemporary methods of rewarding high performing employees and teams. [CO4]

*All the Best*



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

**Semester : 3<sup>rd</sup> Sem. MBA**

**Batch : 2024-26**

**Subject : Manpower Planning and Development**

**Subject Code : MBPC3009**

**Date : 08.11.2025**

**Class Test : II**

**Duration : 1 Hr.**

**Full Marks : 30**

**Section- A**

- 1. Answer any four out of following questions. [4 x 2 = 8]**
- a) Mention two critical roles of an HRD professional. [CO1]
  - b) Define Training Need Analysis (TNA) [CO1]
  - c) Write two competencies of a sales person. [CO1]
  - d) What do you mean by skill mapping? [CO1]
  - e) Define staffing? [CO1]

**Section-B**

- 2. Answer any two questions out of following [2 x 6= 12]**
- a) Explain why a business may choose to use internal recruitment over external recruitment. [CO2]
  - b) Explain two qualitative methods used frequently in manpower planning. [CO2]
  - c) A manufacturing company wants to improve productivity and skill levels of its workers through HRD initiatives. [CO2]
    - Design a step-by-step HRD plan outlining training, performance evaluation, and career development components.
    - Explain how you would assess the effectiveness of this HRD programme.

**Section-C**

- 3. Answer any one out of following questions. [1 x 10= 10]**
- a. Evaluate the critical roles and challenges faced by HRD professionals in implementing effective HRD programmes. Suggest innovative solutions to overcome these challenges in modern organizations. [CO2]
  - b. Assume you are part of the HRD team in a healthcare organization. Identify practical methods to assess training needs among different staff categories (doctors, nurses, administrative staff).

Describe how HRD can support continuous professional development in this setting.

[CO2]

*All the Best*



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

**Semester : 3<sup>rd</sup> Sem. MBA**

**Batch : 2024-26**

**Subject : HR Analytics and HRIS**

**Subject Code : MBPC3011**

**Date : 06.11.2025**

**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 importance of HR metrics? [CO1]
- b) Distinguish between HR Analytics and HR metrics. [CO1]
- c) What do you understand by KPI? [CO1]
- d) What is Absenteeism rate? [CO1]
- e) Outline 2 challenges of HRIS. [CO3]

**Section-B**

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

- a) Explain the importance of Quality of Hire Metrics in recruitment. An organisation has employed 350 employees where Good Performers are 120, Average Performers are 80, and poor Performers are 150. What does it indicate about the Quality of Hire percentage of the organisation? [CO2]
- b) A company received 1,000 job applications for a management trainee position. Out of these, 400 applicants were shortlisted for assessment tests, 120 passed the test and were invited for interviews, and finally 24 were offered the position, of which 18 accepted the offer and joined. Draw the recruitment funnel for the above data showing each stage clearly also calculate the yield ratio at each stage of the recruitment process. [CO2]
- c) Although a Human Resource Information System (HRIS) enhances efficiency, accuracy, and decision-making in HR functions, data safety remains a major concern. Present your opinion on this issue. [CO3]

**Section-C**

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

- a) As an HR manager, design a plan for the successful implementation of HRMS in your organization, while your organization is shifting from a manual HR system to a cloud-based HRIS. [CO3]

b)

Sources	Expenses (Rs)	Per source expense	Number of hires	Per Hire Cost/ Source (Rs)
Job Portal	200000		30	
Consultancy	250000		20	
Employee Referral	50000		10	
Campus Drive	100000		45	
Total Expense	600000			

Calculate the above metrics. Also prescribe which source of recruitment will you select for the next recruitment. [CO2]

*All the Best*



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

**Semester : 3<sup>rd</sup> Sem. MBA**

**Batch : 2024-26**

**Subject : Industrial Relations and Labour Legislations**

**Subject Code : MBPC3012**

**Date : 08.11.2025**

**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 do you mean by minimum wages as per the Code on Wages, 2019. [CO1]
  - b) Mention two key provisions of the Employees' State Insurance Corporation. [CO2]
  - c) Define "gig worker" and "platform worker" with examples. [CO1]
  - d) What are the criteria for fixing minimum wages? [CO2]
  - e) State two conditions for eligibility to receive bonus. [CO2]

**Section-B**

- 2. Answer any two questions out of following [2 x 6= 12]**
- a) How far is an employer liable for compensation to a workmen injured by an accident arising out of and in the course of his employment? [CO3]
  - b) What are the provisions regarding deduction from wages? [CO3]
  - c) Describe the provisions related to maternity benefits and employee compensation. [CO3]

**Section-C**

- 3. Answer any one out of following questions. [1 x 10= 10]**
- a) Explain in detail the benefits provided under EPF, ESI, and Gratuity. [CO3]
  - b) Define Bonus as per the Payment of Bonus Act. "Bonus is a dynamic concept"- Comment. What are the salient features of the Payment of Bonus Act. [CO2]

*All the Best*