BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT STUDIES, BHUBANESWAR

Semester : 8th Sem. IMBA   Date : 09.02.2026
Batch : 2022-27   Class Test : I
Subject : Manpower Planning   Duration : 1 Hr.
Subject Code : 16IMN801C   Full Marks : 30

Section- A

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

    a) Write two major objectives of manpower planning.   [CO1]

    b) Distinguish between projection and forecasting.   [CO1]

    c) Why is study of manpower planning significant?   [CO1]

    d) Distinguish between training and development.   [CO1]

    e) Write two recent trends in employee hiring process. Outline HRP process. [CO2]

Section-B

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

    a) Why is control and evaluation important in manpower planning? How it is done?   [CO1]

    b) What are the problems associated with manpower planning and how can these problems be remedied?   [CO2]

    c) How do Artificial Intelligence and Robotics Process Automation impact manpower planning?   [CO2]

Section-C

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

    a) Is employee hiring the only solution to manage human resource imbalances or workforce gaps? If yes, justify your answer; if not, critically examine the other HR programs that can be used to address HR imbalances.   [CO2]

    b) Explain the concept of micro-level and macro-level manpower planning with suitable examples.   [CO2]

All the Best

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Semester : 8th Sem. IMBA   Date : 10.02.2026
Batch : 2022-27   Class Test : I
Subject : Employee Relations   Duration : 1 Hr.
Subject Code : 16IMN802C   Full Marks : 30

Section- A

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

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

b) Mention any two characteristics of Industrial Relations   [CO2]

c) Why do workers join Trade Union?   [CO3]

d) Name the two dominant aspects of employee relations.   [CO1]

e) Differentiate lockout from strike.   [CO1]

Section-B

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

a) What does "Psychological Contract" signify?   [CO1]

b) "Communication and trust are the two most important components of ERM." Justify.
                    [CO2]
c) Explain the different approaches of IR.   [CO2]

Section-C

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

a) In the present IR scenario, what, according to you, are the necessary conditions for a healthy industrial relations climate?   [CO2]

b) Do you think Trade Unions are necessary for employees? Critically analyze the purpose, functions and methods of operations of trade unions in India.   [CO3]

All the Best

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Semester : 8th Sem. IMBA   Date : 11.02.2026
Batch : 2022-27   Class Test : I
Subject : Compensation and Benefit Management   Duration : 1 Hr.
Subject Code : 16IMN803C   Full Marks : 30

Section- A

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

   a) What is Compensation Management.   [CO1]

   b) Explain 3Ps concept of compensation.   [CO1]

   c) What do you understand by indirect compensation?   [CO1]

   d) What is Deferred pay?   [CO1]

   e) What is PBR?   [CO1]

Section-B

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

   a) How Compensation Management plays a decisive role in employee retention?

   [CO1]

   b) Discuss the importance of compensation policies?   [CO1]

   c) Explain the Dimensions of compensation?   [CO1]

Section-C

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

   a) Discuss the Compensation management process.   [CO2]

   b) Elaborate various types of compensations an organization can offer to employees in exchange of their services?   [CO2]

All the Best