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

Semester : 8th Sem. IMBA

Batch : 2022-27

Subject : Compensation and Benefit Management

Subject Code : 16IMN803C

Date : 10.03.2026

Special Class Test : I

Duration : 1 Hr.

Full Marks : 30

Section-A

1. **Answer any four out of following questions.** [4 x 2 = 8]
- a) How Salary is different from wages? [CO1]
 - b) Explain wage fund theory of compensation. [CO1]
 - c) What do you understand by direct compensation? [CO1]
 - d) What is incentive pay? [CO1]
 - e) What is MDW? [CO1]

Section-B

2. **Answer any two questions out of following** [2 x 6= 12]
- a) Explain different theories of compensation? [CO1]
 - b) Discuss the importance of compensation Management? [CO1]
 - c) How Compensation Policy plays a major role in creating better Organizational environment? [CO1]

Section-C

3. **Answer any one out of following questions.** [1 x 10= 10]
- a) Elaborate various types of wages and wage payment methods an organization can offer to employees in exchange of their services? [CO2]
 - b) Discuss the Compensation management process. [CO2]

All the Best

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

**Semester : 8th Sem. IMBA
Batch : 2022-27
Subject : Employee Relations
Subject Code : 16IMN802C**

**Date : 12.03.2026
Special Class Test : I
Duration : 1 Hr.
Full Marks : 30**

Section- A

1. **Answer any four out of following questions.** [4 x 2 = 8]
- a) Who are the parties to industrial relations? [CO1]
 - b) Mention any two characteristics of Industrial relations? [CO1]
 - c) What do you mean by craft union? [CO1]
 - d) What do you understand by Trade union? [CO1]
 - e) Why do employees join trade union? [CO1]

Section-B

2. **Answer any two questions out of following** [2 x 6= 12]
- a) What do you mean by conciliation? What are the parties involved in conciliation? [CO2]
 - b) Give a note on psychological contract [CO1]
 - c) Analyze the differences among the various approaches of IR. [CO3]

Section-C

3. **Answer any one out of following questions.** [1 x 10= 10]
- a) Emphasize the significance of industrial relations and elaborate the IR problems in the public sector. [CO2]
 - b) Critically analyse the purpose, functions and methods of operations of trade unions in India. [CO1]

All the Best

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

**Semester : 8th Sem. IMBA
Batch : 2022-27
Subject : Manpower Planning
Subject Code : 16IMN801C**

**Date : 11.03.2026
Special Class Test : I
Duration : 1 Hr.
Full Marks : 30**

Section- A

1. **Answer any four out of following questions.** [4 x 2 = 8]
- a) Write two advantages of outsourcing. [CO1]
 - b) Write two recent trends in manpower planning. [CO1]
 - c) Why is job analysis significant? [CO1]
 - d) Outline HRP process. [CO1]
 - e) How does HRIS help manpower planning? [CO1]

Section-B

2. **Answer any two questions out of following** [2 x 6 = 12]
- a) What are the uses of HRIS in manpower planning? [CO2]
 - b) Distinguish between projection and forecasting. [CO2]
 - c) Distinguish between training and development. [CO2]

Section-C

3. **Answer any one out of following questions.** [1 x 10 = 10]
- a) Discuss various forecasting techniques used in manpower planning. [CO2]
 - b) Do you think, employee hiring is the only solution to manage HR imbalances/gap? If yes, why; if not, what are the other HR programs? [CO2]

All the Best