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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 : 08.04.2026
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 staffing? [CO1]
 - b) What is the aim of behavioral Interview? [CO1]
 - c) Explain the concept of competency mapping in your own words. [CO1]
 - d) Why is strategic manpower planning important for organizations? [CO1]
 - e) Describe how skill inventories help in HR planning. [CO1]

Section-B

- 2. Answer any two questions out of following [2 x 6= 12]**
- a. How would you use competency mapping to improve employee performance in an organization? [CO2]
 - b. How can an organization apply strategic manpower planning to avoid manpower shortages? [CO2]
 - c. What are the principles to be followed for effective human resource planning? [CO1]

Section-C

- 3. Answer any one out of following questions. [1 x 10= 10]**
- a) Discuss the micro and macro level purpose of manpower planning. How HR planning is linked to other functions of an organization? [CO2]
 - b) Differentiate between demands and supply forecasting? [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 : 09.04.2026
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 conciliation in industrial relation? [CO3]
 - b) Distinguish between intramural and extramural employee welfare with example. [CO3]
 - c) Why does tripartism play an important role in industrial relation? [CO3]
 - d) What do you understand by code of discipline? [CO1]
 - e) Distinguish between Bipartism and Tripartism. [CO3]

Section-B

- 2. Answer any two questions out of following [2 x 6= 12]**
- a) Do you agree that the workers participation in management plays an important role to maintain industrial harmony? Justify [CO3]
 - b) Critically analyse the merits and demerits of collective bargaining. [CO3]
 - c) Describe the structure of ILO and its function. [CO2]

Section-C

- 3. Answer any one out of following questions. [1 x 10= 10]**
- a) Highlight the role of tripartite bodies in India. [CO3]
 - b) Discuss structure and functions of the Standing Labour Committee (SLC). How does it assist in the implementation of labour policy decisions in India? [CO1]

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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 : 07.04.2026

Class Test : II

Duration : 1 Hr.

Full Marks : 30

Section- A

- 1. Answer any four out of following questions. [4 x 2 = 8]**
- a) Why Intrinsic incentives are required ? [CO1]
 - b) Explain the difference between salary and wages. [CO1]
 - c) What do you understand by TRS & PRS of wage payment ? [CO1]
 - d) Highlight the reasons of Wage differentials ? [CO1]
 - e) Explain Socio-economic objectives of wage administration ? [CO1]

Section-B

- 2. Answer any two questions out of following [2 x 6= 12]**
- a. How Job evaluation plays a decisive role in wage and salary fixation? [CO3]
 - b. Discuss the significance of wage policies? [CO3]
 - c. Explain the importance of incentives in compensation management? [CO3]

Section-C

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

All the Best