

Registration No.:

--	--	--	--	--	--	--	--	--	--

Total Number of Pages: 02

Course: IMBA
Sub_Code: 16IMN801C8th Semester Regular/Back Examination: 2025-26

SUBJECT: Manpower Planning

BRANCH(S): IMBA

Time: 3 Hours

Max Marks: 100

Q.Code: V053

Answer Q1 (Part-I) which is compulsory, any eight from Part-II, and any two from Part-III.
The figures in the right-hand margin indicate marks.

Part-I

Q1 Answer the following questions:

(2 x 10)

- What is workforce analysis?
- Distinguish between statistical models and mathematical models in manpower planning.
- Why are quantitative models used in manpower planning?
- What do you mean by human resource inventory?
- Briefly explain the Delphi method in manpower planning.
- Explain the concept of redeployment in manpower planning.
- Outline the meaning of succession planning.
- Differentiate between traditional HR planning and strategic HR planning.
- What is ratio analysis in manpower forecasting?
- Why is alignment between HR planning and organizational strategy important?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)

(6 x 8)

- Discuss the importance of manpower planning in organizations.
- Explain the relationship between manpower planning and other HR functions.
- Illustrate the use of statistical and mathematical models in manpower planning.
- Analyze the role of strategic staffing in human resource planning.
- Discuss the problems faced in manpower planning.
- Outline the recent trends in human resource planning.
- Explain the challenges associated in the process of manpower planning.
- How does gap analysis support manpower planning? Explain.
- Illustrate the application of Markov models in manpower planning.
- Explain the objectives of manpower planning at the micro and macro levels.
- Discuss the business process approach to human resource planning.
- Describe the contribution of job analysis and job description to effective manpower planning.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3 Discuss the strategies, methods, and tools used in strategic manpower planning. (16)
- Q4 Explain the concept and application of cohort analysis and census analysis in manpower planning. (16)
- Q5 What do you mean by competency mapping? Discuss its procedures and steps in manpower planning. (16)
- Q6 Examine the concept of manpower forecasting and explain the steps involved in forecasting. (16)

Registration No.:

--	--	--	--	--	--	--	--	--	--

Total Number of Pages: 02

Course: IMBA
Sub_Code: 16IMN802C

8th Semester Regular/Back Examination: 2025-26

SUBJECT: Employee Relations

BRANCH(S): IMBA

Time: 3 Hours

Max Marks: 100

Q.Code: V072

Answer Q1 (Part-I) which is compulsory, any eight from Part-II, and any two from Part-III.
The figures in the right-hand margin indicate marks.

Part-I

Q1 Answer the following questions:

(2 x 10)

- What do you understand by employment relationship?
- Define Collective Bargaining.
- Differentiate lockout form strike.
- Define Industrial Dispute as per the Industrial Dispute Act. 1947
- What is Conciliation? Why is it important?
- What is Employee Relationship Management? State its importance.
- What is the requirement of Trade of Trade Union in an organization?
- Why there is a need for Grievance procedure?
- What are the major issues that are taken up during collective bargaining? List few.
- What is meant by Tripartism?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)

(6 x 8)

- Explain the different approaches of employee relations.
- ERM promotes commitment, morale, and trust in the organization. Comment.
- Distinguish between blue- collar union and white – collar union with examples.
- Write an explanatory note on the methods followed by trade unions to realize their objectives.
- Participation of workers in management is claimed to usher in the era of "Industrial Democracy." Discuss.
- What do you understand of collective bargaining? Discuss the subject matter of collective bargaining.
- Discuss the steps for Managing a grievance in an organization.
- Employee Relation is having direct impact on Organization performance. Explain.
- Why an employee raises Grievance? How to handle the Grievance?
- Strikes over the years have reduced as compared to past. Do you agree? Explain in your own words.

- k) Effective discipline can have a positive impact on the productivity of employees. Discuss with example.
- l) How can Trade Unionism be made an effective tool of industrial relations in the context of India?

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** Conflict and Cooperation are the two sides of the coin. Do you agree? Explain the employer & employee relationship to maintain a healthy industrial climate. (16)
- Q4** In 21st Century Workers Participation in Management is very important. Explain it with suitable example. (16)
- Q5** Why do workers join Trade unions? What are the general problems being faced by trade unions? Explain. (16)
- Q6** What is meant by Collective Bargaining? Bring out clearly the merits and demerits of collective bargaining as method of setting Industrial disputes. (16)

Registration No.:

--	--	--	--	--	--	--	--	--	--

Total Number of Pages: 02

Course: IMBA
Sub_Code: 16IMN803C

8th Semester Regular/Back Examination: 2025-26
SUBJECT: Compensation and Benefit Management
BRANCH(S): IMBA
Time: 3 Hours
Max Marks: 100
Q.Code: V186

Answer Q1 (Part-I) which is compulsory, any eight from Part-II, and any two from Part-III.
The figures in the right-hand margin indicate marks.

Part-I

- Q1 Answer the following questions: (2 x 10)
- Briefly define the subsistence theory of wages.
 - What is the core definition of the 3P compensation concept?
 - List any two new trends in compensation management.
 - What is meant by the term broad-banding in wage administration?
 - What do you mean by surplus value theory?
 - What are the three main components of TRS payment methods?
 - State the primary difference between time rate system (TRS) and payment by results (PBR).
 - Identify two statutory benefits an employee is entitled to during retirement.
 - What is the fundamental premise of the marginal productivity theory?
 - What is merit-based pay, and how does it differ from standard seniority pay?

Part-II

- Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)
- Explain the system of compensation and its various dimensions within an organization.
 - Discuss the organizational compensation policy and its role in human resource management.
 - Compare and contrast the wage fund theory and the residual claimant theory.
 - Outline the key principles of wage and salary administration.
 - Describe the various methods and techniques used in the process of job evaluation.
 - Explain the socio-economic objectives that drive a country's wage policy.
 - What are wage differentials, and why are they necessary in a corporate structure?
 - Discuss the components and significance of executive compensation.
 - Explain the concept of employees' benefits planning. Why is designing these benefits crucial for administration?
 - Detail the prerequisites of an effective incentive scheme in a modern workplace.
 - Differentiate between health care benefits and general employee welfare measures.
 - Analyse the bargaining theory of wages and its relevance in labour-management relations.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3 Critically examine the evolution of wage theories from the surplus value theory to the competitive theory. How do these historical perspectives influence modern wage determination? (16)
- Q4 Discuss the process of job evaluation. Outline the various criteria used for wage fixation and explain how these processes help in achieving internal and external equity. (16)
- Q5 Evaluate the different types of incentive schemes (pay for performance). Discuss their merits and demerits, and explain how a manager can ensure these schemes lead to better productivity without compromising quality. (16)
- Q6 "Employee benefits are no longer just perks but a strategic tool for retention." Discuss this statement by exploring the structure of wage and benefit planning, including both statutory and non-statutory benefits. (16)