Registration No.										

BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT STUDIES, BHUBANESWAR

MBA- WORKING PROFESSIONAL

Semester : 3rd Sem. MBA **Date : 20.09.2026**
Batch : 2025-27 **Class Test : I**
Subject : Manpower Planning and Development **Duration : 1 Hr.**
Subject Code : MBPC3009 **Full Marks : 30**

Section- A

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

a) Give an example of macro-level manpower planning. [CO1]

b) Mention two recent trends in the employee hiring process. [CO1]

c) How the regression model helps in manpower planning. [CO1]

d) Distinguish between training and development. [CO1]

e) Write any two objectives of manpower planning. [CO1]

Section-B

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

a) Explain the skill set required for an HR professional. [CO2]

b) Explain the skill set required for an HR professional. [CO2]

c) Develop a job description and job specification for a LIC agent. [CO2]

Section-C

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

a) Do you think employee hiring is the only solution to manage HR imbalances/gaps? If yes, explain why. If not, identify and discuss the other HR programs that can be. [CO2]

b) A company is experiencing rapid business growth but is unable to find employees with the required skills. Analyze the manpower planning process and suggest suitable strategies to overcome the HR gap. [CO2]

All the Best

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BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT STUDIES, BHUBANESWAR

MBA- WORKING PROFESSIONAL

Semester : 3rd Sem. MBA | **Date : 20.09.2026**
Batch : 2025-27 | **Class Test : I**
Subject : Performance Management System | **Duration : 1 Hr.**
Subject Code : MBPC3010 | **Full Marks : 30**

Section-A

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

a) Define Performance management. [CO1]

b) What is KPI? [CO1]

c) How recency effect affects overall performance appraisal? [CO2]

d) What is the primary function of a "Confidential Report" system? [CO1]

e) State two key differences between Performance Appraisal and Performance Management. [CO3]

Section-B

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

a. Differentiate Performance Appraisal from Potential Appraisal. [CO1

b. Why performance management fails? Discuss. [CO2]

c. Analyze the common cognitive obstacles and errors in Performance Appraisal. [CO2]

Section-C

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

a. Comprehensive Analysis of Management by Objectives (MBO). [CO4]

b. Discuss different methods of performance appraisal. [CO2]

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BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT STUDIES, BHUBANESWAR

MBA- WORKING PROFESSIONAL

Semester : 3rd Sem. MBA | **Date : 20.09.2026**
Batch : 2025-27 | **Class Test : I**
Subject : HR Analytics HRIS | **Duration : 1 Hr.**
Subject Code : MBPC3011 | **Full Marks : 30**

Section-A

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

a) What is HR Reporting? [CO1]

b) Differentiate between HR Analytics and People Analytics. [CO1]

c) Why is HR Reporting important for managers? [CO2]

d) What is the importance of reliability and validity of HR data? [CO1]

e) Differentiate between Time to fill and Time to Hire a particular position [CO1]

Section-B

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

a) Discuss how HR analytics supports strategic decision-making in organizations with suitable examples. [CO2]

b) Explain the benefits and challenges of HR Analytics in modern organizations. Support your answer with real-life HR practices. [CO2]

c) Discuss the challenges of HR analytics and how to deal those challenges. [CO2]

Section-C

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

a) Describe the different types of HR Analytics. Illustrate with HR-related examples for each. [CO1]

b) How does HR metric differ from HR Analytics? How does the recruitment metrics help in taking better decisions in recruitment [CO3]

All the Best

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BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT STUDIES, BHUBANESWAR

MBA- WORKING PROFESSIONAL

Semester : 3rd Sem. MBA **Date : 20.09.2026**
Batch : 2025-27 **Class Test : I**
Subject : Industrial Relations and Labour Legislations **Duration : 1 Hr.**
Subject Code : MBPC3012 **Full Marks : 30**

Section-A

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

a) Define Industrial Relations (IR). [CO1]

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

c) Write a short note on Collective Bargaining under IR CODE 2020. [CO1]

d) What do you mean by bipartite bodies? [CO1]

e) Differentiate between "Lay-off" and "Retrenchment". [CO1]

Section-B

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

a) Explain the scope and approaches to Industrial Relations. [CO2]

b) Analyze the dispute resolution architecture under IR Code 2020 (Conciliation, Voluntary Arbitration, and Adjudication). [CO1]

c) Identify key Unfair Labour Practices (ULPs) by Employers and Trade Unions under the 5th Schedule of IR Code 2020, including statutory penalties. [CO1]

Section-C

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

a) Evaluate the Industrial Relations Code, 2020 as a major structural reform in India. [CO4]

b) Critically examine the welfare provisions under the OSHWC Code, 2020. [CO3]

All the Best