



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

**Semester : 3<sup>rd</sup> Sem. MBA**

**Batch : 2025-27**

**Subject : Manpower Planning and Development**

**Subject Code : MBPC3009**

**Date : 10.09.2026**

### Class Test : I

**Duration : 1 Hr.**

**Full Marks : 30**

### Section- A

1. Answer any four out of following questions. [4 x 2 = 8]
- a) What are the objectives of manpower planning? [CO1]
  - b) Write an example of macro-level manpower planning. [CO1]
  - c) What are recent trends in the employee hiring process? [CO2]
  - d) Identify any two factors that influence manpower demand in an organization. [CO1]
  - e) Distinguish between projection and forecasting. [CO2]

## Section-B

2. Answer any two questions out of following [2 x 6= 12]
- a) What are the problems associated with manpower planning and how can these problems be remedied? [CO1]
  - b) Differentiate between manpower demand forecasting and supply forecasting. [CO2]
  - c) Apply the concept of skill inventory to explain how an organization can identify employees suitable for future job roles. [CO2]

### Section-C

3. Answer any one out of following questions. [1 x 10= 10]
- a) How do Artificial Intelligence and Robotics Process Automation impact manpower planning? [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]



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**Semester : 3<sup>rd</sup> Sem. MBA**

**Batch : 2025-27**

**Subject : Performance Management System**

**Subject Code : MBPC3010**

**Date : 07.09.2026**

**Class Test : I**

**Duration : 1 Hr.**

**Full Marks : 30**

**Section-A**

1. Answer any four out of following questions. [4 x 2 = 8]
- a) State the overall aim of Performance Management. [CO1]
  - b) Explain the Forced Distribution Method (Bell Curve). [CO1]
  - c) What is the “Spillover” in Performance Appraisal? [CO1]
  - 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 in detail between Performance Appraisal and Potential Appraisal. [CO3]
  - b. Discuss the 360-Degree Performance Appraisal method and its key benefits. [CO1]
  - 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. What is Performance management system? Discuss the process and its importance. [CO1]

*All the Best*

**Semester : 3<sup>rd</sup> Sem. MBA****Batch : 2025-27****Subject : HR Analytics HRIS****Subject Code : MBPC3011****Date : 08.09.2026****Class Test : I****Duration : 1 Hr.****Full Marks : 30****Section- A**

1. Answer any four out of following questions. [4 x 2 = 8]
- a) What is HR Reporting? [CO1]
  - b) What is the importance of reliability and validity of HR data? [CO1]
  - c) Illustrate, with an example, how predictive analytics contributes to reducing employee turnover. [CO2]
  - d) Differentiate between interval and ratio scale? [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) "Explain the concept of data purification in HR analytics. Discuss the key techniques used to purify survey data before conducting further statistical analysis." [CO1]
  - b) Discuss the various sources of HR data available to an organization for HR analytics. Explain with suitable examples. [CO1]
  - 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) Explain the various phases involved in the HR Analytics process. Discuss each phase with suitable examples from an organizational context. [CO2]
  - b) How does HR metric differ from HR Analytics? How does the recruitment metrics help in taking better decisions in recruitment [CO3]

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**Semester : 3<sup>rd</sup> Sem. MBA**

**Batch : 2025-27**

**Subject : Industrial Relations and Labour Legislations**

**Subject Code : MBPC3012**

**Date : 09.09.2026**

**Class Test : I**

**Duration : 1 Hr.**

**Full Marks : 30**

**Section-A**

1. Answer any four out of following questions. [4 x 2 = 8]
- Define Industrial Relations (IR). [CO1]
  - Distinguish between the Unitary and Pluralist approaches to IR in brief. [CO1]
  - Write a short note on Collective Bargaining under IR CODE 2020. [CO1]
  - Explain "Notice of Change" under Section 9A / IR Code 2020. [CO1]
  - Differentiate between "Lay-off" and "Retrenchment". [CO1]

**Section-B**

2. Answer any two questions out of following [2 x 6 = 12]
- Explain the Trade Union Registration process introduced by the IR Code 2020. [CO1]
  - Analyze the dispute resolution architecture under IR Code 2020 (Conciliation, Voluntary Arbitration, and Adjudication). [CO1]
  - Identify key Unfair Labour Practices (ULPs) by Employers and Trade Unions under the 5<sup>th</sup> Schedule of IR Code 2020, including statutory penalties. [CO1]

**Section-C**

3. Answer any one out of following questions. [1 x 10 = 10]
- Evaluate the Industrial Relations Code, 2020 as a major structural reform in India. [CO4]
  - Elaborate the importance of Bipartite and Tripartite forums in Indian IR. Differentiate between the Indian Labour Conference (ILC) and Standing Labour Committee (SLC). [CO4]

*All the Best*