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Total Number of Pages : 02

MBA / MBAP  
18MBA303C / 18PTMBA502C

3<sup>rd</sup> & 5<sup>th</sup> Semester Regular / Back Examination: 2021-22

COMPENSATION AND BENEFIT MANAGEMENT

BRANCH(S): BA, FM, GM, HRM, IB, MBA, MBA (M & F), MM / MBA(PT)

Time : 3 Hour

Max Marks : 100

Q. Code : OF532

Answer Question No.1 (Part-1) 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 × 10)

- Why wage determination is a product of a number of factors?
- State the relevance of 3P compensation concept.
- Write a short note on wage policy.
- What do you understand by payment by results?
- What is the need of different incentive plans for different employees?
- How broad banding is often suitable for relatively flat organizations.
- Write a short note on employee stock ownership plans.
- How cost of living index affect the wage policy.
- What do you mean by wage fund theory?
- Outline the various types of fringe benefits.

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (06× 08)

- What is internal and external equity? How both of these significant in pay determination? (6)
- "People join and stay in a firm because of pay." Comment. (6)
- How labour market factors affect the compensation administration? (6)
- Analyze the argument in favour of and against merit-based pay. (6)
- What is profit sharing and how it is different from productivity/ gain sharing? (6)
- What are the statutory provisions for employees' health and wellbeing? (6)
- How executive benefits are different from typical remuneration and pay? (6)
- What are the financial and non- financial incentives? (6)
- Compare the time wage system with piece wage system? (6)
- How benefits program can be administered effectively in an organization? (6)
- Job evaluation identifies the compensable factors and their relative worth. Justify. (6)
- What is bargaining theory of wage? How it is different from productivity theory wage? (6)

Part-III

Q3 Only Long Answer Type Questions (Answer Any Two out of Four) (02×16)

Discuss the emerging trends in compensation management. How global market and structural adjustment impacted organizational compensation policy? (16)

Q4 Elucidate the process of job evaluation? How effective job evaluation facilitates accomplishment of compensation objectives? (16)

Q5	Discuss various components of compensation. How to develop and administer employee benefits program?	(16)
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Q6	Classify different incentive schemes of an organization and their suitability in different context. Discuss the characteristics of ideal incentive schemes.	(16)
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MBA  
18MBA301C

3<sup>rd</sup> Semester Regular / Back Examination: 2021-22

MANPOWER PLANNING

BRANCH(S): BA, FM, GM, HRM, IB, MBA,

MBA (M & F), MM

Time : 3 Hour

Max Marks : 100

Q. Code : OF493

Answer Question No.1 (Part-1) 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 × 10)

- Why HR strategies need to be aligned with organizational goal?
- State the relevance of succession planning.
- Write a short note on skill inventory mapping.
- HR capabilities are foremost necessary for HR delivery. Comment.
- Why HR planning is not always accurate?
- How emotional quotient is an integral part of mapping competency?
- Write a short note on cohort analysis.
- How critical incidents techniques used for competency mapping?
- How HR planning regulate personnel costing?
- Write a short note on long term manpower forecast.

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6× 8)

- Competency assessment is a continuous process. Comment.
- "Human resource planning aligned with entire business process." Justify this.
- How technological innovation influenced emerging trends in Human resource planning?
- Analyze the quantitative and qualitative considerations of manpower planning.
- Illustrate the methods and use of data on mapping employees' potential.
- What is behavioral event interviewing? How it is helpful for performance estimation.
- Analyze how HR planning has a connection with other functions of personnel in the organization.
- "Strategic HR planning is different from operational workforce planning." Comment.
- Analyze the micro and macro purpose of manpower planning.
- How different interview techniques beneficial for individual competency mapping?
- Illustrate the main problems involved in the process of manpower planning.
- How gap analysis is used in development of individual competency thereby organizational performance?

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**Part-III**

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

**(02 ×16)  
(16)**

**Q3**

Discuss the objectives of manpower planning and different techniques used in forecasting of manpower requirements.

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**Q4**

Elucidate the stages and strategies involved in strategic human resource planning (SHRP). What is the significance of SHRP?

**(16)**

**Q5**

Design a competency mapping framework suitable for a fast growing IT firm.

**(16)**

**Q6**

"There are numerous statistical techniques and mathematical models facilitate the process of human resource planning." Justify with appropriate examples.

**(16)**

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MBA / MBAP  
18MBA304C / 18PTMBA503C

3<sup>rd</sup> & 5<sup>th</sup> Semester Regular / Back Examination: 2021-22

PERFORMANCE MANAGEMENT SYSTEM

BRANCH(S): BA, FM, GM, HRM, IB, MBA, MBA (M & F), MM / MBA(PT)

Time : 3 Hour

Max Marks : 100

Q.Code : OF556

Answer Question No.1 (Part-1) 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 × 10)

- Define Performance in your own words.
- Write two benefits of Performance Management.
- What do you understand by Performance Appraisal?
- Write the types of pay for Performance of the employees?
- Define Potential Appraisal.
- State two KPI of a HR Professional.
- What you mean by 'Do only, what you get paid for' syndrome.
- State what do you understand by Assessment Center?
- How does job description contribute to Performance Management?
- State two HR interventions to improve the Performance of the employees.

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 × 8)

- Is Performance Management essential for the Organization irrespective of size & nature? Explain.
- Distinguish between Potential Appraisal & Performance Appraisal.
- What is Balance Score Card? How is it useful for the Organization?
- What is the Performance Measurement criteria? Explain its importance.
- MBO is a systematic technique for Performance Appraisal. Justify it.
- Performance Appraisal fails due to Personal Biases some time. How to overcome this?
- Mention & brief the methods of Performance appraisal?
- Explain briefly the Performance Management process.
- Every organization and its employees need to perform. Do you agree? Justify with your view points.
- What is the need of Performance Counseling & coaching in the Organization? Whose role is this. Explain.
- As a HR mgr. what should be your strategies to improve the performance of the employees?
- State the concept of Performance Counseling & Coaching & explain its importance.

Part-III

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

(02×16)

Q3

Define & explain:

a) BARS

b) EFQM

Q4

Define the reward Management & Explain the process of it. What are the objectives of reward & it's different components? Suggest an ideal reward Management model for the organization.

Q5

What are the different types of pay for Performance plan along with its advantages and disadvantage in each case?

Q6

What is 360-degree Performance Appraisal method and why it is called 360 degrees only. Explain the concept of Self-Appraisal. Is 360 degree a preferred method of appraisal as compared to others? Share your views.

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Total Number of Pages: 01

MBA / MBAP

18MBA302C / 18PTMBA501C

3<sup>rd</sup>, 5<sup>th</sup> Semester Regular / Back Examination: 2021-22

EMPLOYEE RELATIONS

Branch: BA, FM, GM, HRM, IB, MBA,

MBA (M & F), MM / MBA(PT)

Max Marks: 100

Time: 3 Hours

Q Code: OF332

Answer Question No.1 (Part-1) 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 Only Short Answer Type Questions (Answer All-10)** (02×10)

- a) What do you mean by social dialogue? (2)
- b) State the structure of ILO. (2)
- c) Distinguish between settlement and award. (2)
- d) Define individual dispute. (2)
- e) What is the minimum number of members required for registration of a trade union? (2)
- f) Write four challenges of employee relations. (2)
- g) What do you mean by union security? (2)
- h) Diagrammatically represent the structure of trade unionism. (2)
- i) Define consent award. (2)
- j) How radical approach will affect ER climate? (2)

**Part- II**

**Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)** (06×08)

- a) Define psychological contract and outline the process of psychological contract. (6)
- b) Differentiate between industrial relations and employee relations. (6)
- c) Briefly explain the different types of trade unions. (6)
- d) Discuss the process of registration of a trade union. (6)
- e) Define conciliation. Explain the process of conciliation. (6)
- f) Define the term industrial dispute and discuss the various forms of industrial dispute. (6)
- g) What steps should be taken to promote industrial harmony in Indian context? (6)
- h) What obstacles restrict the growth of collective bargaining in India? (6)
- i) Why do employee grievances arise? Suggest suitable steps to handle employee grievances. (6)
- j) Briefly outline the purpose and contents of code of discipline. (6)
- k) Briefly outline the role of tripartite bodies towards healthy labour-management relations. (6)
- l) Distinguish between conventions and recommendations. (6)

**Part-III**

**Only Long Answer Type Questions (Answer Any Two out of Four)** (02×16)

- Q3** What steps do organizations need to take to develop an effective employee relations management framework? Discuss with examples. (16)
- Q4** What are the functions of trade unions? Examine whether the trade unions in India have been able to fulfil these functions. (16)
- Q5** Explain briefly the procedure of collective bargaining in an enterprise with which you are familiar. (16)
- Q6** What are the major activities of International Labour Organization? Discuss the technical assistance of ILO to India. (16)

