

Registration No :

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Total Number of Pages : 02

Course: MBA/MBAP

Sub Code: 18MBA304C / 18PTMBA503C

3rd / 5th Semester Regular /Back Examination: 2022-23

SUBJECT: Performance Management System

BRANCH(S): BA,FM,FM&HRM,GM,HRM,IB,LSCM,MBA,MM,RM, MBA (PT)

Time : 3 Hour

Max Marks :100

Q. Code: L525

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 x 10)

- What do you mean by performance review.
- Corporate wide incentive is a strategic decision. Comment.
- What is the difference between performance pay and merit pay?
- How performance rewards are different from usual compensation?
- What is the significance of performance management system?
- What do you mean by performance communication?
- How an assessment center works?
- How performance counseling works?
- What are the key performance indicators?
- Write a short note on employee recognition.

Part-II

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

- What are the prerequisites for performance appraisal? Write a short note on assessment guidelines.
- How to curb the possible biases in performance appraisal?
- Discuss the contemporary strategies of performance management.
- How performance management helpful both employees and organization?
- Discuss the syndrome "do only what you get paid for".
- Discuss in brief about 360 degree and 720 degree feedback.
- Customized incentives are practical and purposeful. Comment.
- Discuss the innovative methods of rewarding team performances.
- How corporate wide plans are different from plant wide plans?
- Balance score card method assesses the performance of an entire organization. Comment.
- The result of performance appraisal useful for other functions of personnel department. Comment.
- Discuss the importance and process of potential mapping.

Part-III

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

- Q3** How compensation is interlinked with employees' performance? What are the salient features of robust performance management system? (16)
- Q4** What is the significance of performance evaluation? Elucidate the methods of performance management? (16)
- Q5** Discuss the effective strategies of performance management in contemporary organizations with suitable examples. (16)
- Q6** Discuss the evolving need of rewards management. What are the contemporary methods of rewarding high performing employees and teams? (16)

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Course: MBA / MBAP

Sub Code: 18MBA302C/18PTMBA501C

3rd / 5th Semester Regular/Back Examination: 2022-23

Employee Relations

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

Time: 3 Hours

Max Marks: 100

Q. Code: L285

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 x 10)

- a) What is the aim of employees' relations? (2)
- b) How deregulation and liberalization impact industrial relations? (2)
- c) What do you mean by trade union dynamics? (2)
- d) What is an employer's union? (2)
- e) What is Gandhi's idea on industrial relations? (2)
- f) How interest of management and employees should reciprocate each other? (2)
- g) What are the levels of strategy in an organization? (2)
- h) Differentiate general union and industrial union? (2)
- i) State two ILO conventions. (2)
- j) How workers can be empowered? (2)

Part-II

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

- a) What do you mean by psychological contract and why it is gaining significance these days? (6)
- b) What are the recent trends pervasive in employee relations? (6)
- c) How strategic decisions influence industrial relations? (6)
- d) Discuss the significance of collective bargaining. (6)
- e) Elucidate how employment policies shape the industrial harmony. (6)
- f) What are the main obstacles for the success of collective bargaining? (6)
- g) Distinguish industrial relations from employee relations. (6)
- h) Explain the process of dispute resolution in brief. (6)
- i) Differentiate between code of conduct and code of discipline. (6)
- j) Most of the industrial disputes can be prevented. Comment. (6)
- k) Explain workers participation in management. (6)
- l) Discuss the major functions and roles of ILO. (6)

Part-III

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

- Q3** Employee relations management is an art. Analyze the statement and major issues of ER with suitable examples. (16)
- Q4** Define bipartism and tripartism. How both of them strengthen social dialogue and industrial harmony? (16)
- Q5** What are the different approaches to industrial relations? Discuss the roles of different parties in industrial relations system. (16)
- Q6** What are various causes of employee grievances? Elucidate the grievance management system in India. (16)

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Total Number of Pages : 02

Course: MBA

Sub Code: 18MBA301C

3rd Semester Regular / Back Examination: 2022-23

Manpower Planning

BRANCH(S): BA, FM, FM&HRM,GM,HRM,IB,LSCM,MBA,MM,RM

Time: 3 Hours

Max Marks: 100

Q. Code: L207

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 x 10)

- a) What is the purpose of staffing? (2)
- b) What is the aim of behavioral interviews? (2)
- c) What do you mean by skill inventory? (2)
- d) What is total manpower cost? (2)
- e) What is strategic HR planning? (2)
- f) How manpower data are helpful for generating key information? (2)
- g) How trend analysis works? (2)
- h) How employee turnover can be identified? (2)
- i) State the reasons of under utilization of manpower? (2)
- j) How manpower control and reviews works? (2)

Part-II

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

(6 x 8)

- a) What are the prerequisites for Human Resource Planning? (6)
- b) Outline the relationship between job analysis and HRP. (6)
- c) How recent market trends impact manpower decisions? (6)
- d) Gap analysis is the foundation of strategic development. Discuss. (6)
- e) Elucidate the subjective facets of manpower planning? (6)
- f) What are the main obstacles for accurate forecasting? (6)
- g) Distinguish demand and supply forecasting. (6)
- h) Explain the process of organizational competency building. (6)
- i) What are the internal and external factors influence workforce planning? (6)
- j) Business is a system of processes. Comment. (6)
- k) Explain the use of interviews in manpower planning. (6)
- l) Discuss the application of workforce data in manpower planning. (6)

Part-III

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

- Q3** Why HR planning is essential for any organization? Discuss the micro and macro objectives of manpower planning. (16)
- Q4** Define competency and competitive advantage? What is the procedure of competency mapping? (16)
- Q5** What are the statistical and mathematical models applicable in manpower planning? Discuss the use of these methods. (16)
- Q6** Explain how strategic manpower planning crucial for the growth and sustainability of any organization with examples? (16)

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Total Number of Pages : 02

Course: MBA / MBAP

Sub_Code: 18MBA303C / 18PTMBA502C

3rd / 5th Semester Regular/Back Examination: 2022-23

SUBJECT : Compensation and Benefit Management

BRANCH(S): MBA, MBA(PT)

Time : 3 Hour

Max Marks : 100

Q.Code : L405

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 x 10)

- Define compensation in the context of an organization.
- What do you understand by Compensation Policy?
- What are the new trends in compensation?
- What is wage and mention its components.
- What is job evaluation?
- State and define Merit Based Pay.
- Incentive plans are important. Why?
- Employees benefit is an important aspect of Compensation & Benefit Management. Mention about it.
- What are the different types of Incentives?
- What do you understand by Bargaining Theory?

Part-II

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

- What are the pre-requisites of Effective Incentive Schemes? Explain
- Employee welfare is as important as Employee salary. Justify with your own view.
- Wage differentials in our country is based on the skills and experience of the job holders. Explain with example.
- What is Executive Compensation in India? Explain the different components of Executive Compensation.
- What do you understand by Method of Payment? Explain.
- Salary Administration is a sensitive matter which needs to be handled carefully. Justify.
- What are the welfare facilities of Public Sector Undertaking that you aware of. Mention about it.
- TATA is a better Organization as far as welfare of the employees concerned. Do you agree and why?

- i) Organization wage policy also depends on the government policies on salary & wage. Explain in detail.
- j) What do you understand by the statutory benefits? State and explain.
- k) Better Compensation Management system leads for a Performing Organization. Substantiate with example.
- l) The incentive scheme is more required in Manufacturing Organization as compared to Educational Institute. Give your own view points on the above statement.

Part-III

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

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|-----------|---|-------------|
| Q3 | The Executive Compensation varies to large extent in Public and Private sectors. Why is it so? Explain. | (16) |
| Q4 | The concept of compensation is as old as industrialization. How it changed over the period of time? Discuss. | (16) |
| Q5 | What is Job Evaluation? What is the scope & benefits of Job Evaluation. Explain. | (16) |
| Q6 | You always can't motivate employees through a good Compensation & Benefit Management system. Organization culture is also important. Justify. | (16) |