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Total Number of Pages : 02

Course: IMBA
Sub Code: 16IMN604

6th Semester Regular / Back Examination: 2022-23

SUBJECT: Human Resource Management- II

BRANCH(S): MAM

Time: 3 Hours

Max Marks: 100

Q. Code: M358

Answer Question No.1 (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 the significance of compensation management?
- What do you mean by industrial relations?
- How labour market influence the pay structure?
- What is a disadvantage of pay scale banding?
- What is a third country nation?
- How parties in the bargaining influence the settlement process?
- How union participation helpful for the members?
- How government influence wage fixation?
- Write a short note on international HRM.
- How broad banding works?

Part-II

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

(6 x 8)

- What is wage differential and discuss the necessity of differentials?
- Industrial disputes are inevitable. Comment.
- Explain the process of developing compensation system.
- International firms encounter diverse and dynamic business environment. Discuss.
- Elucidate the role of state in promoting industrial harmony.
- Explain the process of solving a business problem by a team with example.
- Distinguish unitary and pluralistic approach of industrial dispute.
- Explain the process and stages of bargaining.
- What is the process of union formation and registration?
- HR management in multinational firms are more challenging. Comment.
- Explain the tradeoff between employers and workers from the perspective of compensation management.
- Discuss the emergence and challenges of innovative executive compensation.

Part-III

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

- Q3** Elucidate the industrial dispute resolution process in India. How workers' participation in management will be helpful in settlement of grievances? (16)
- Q4** Discuss the components of compensation. Explain the determining factors of wage policy in India. (16)
- Q5** Discuss the role and functions of trade union. Explain the evolution of trade unionism in India. (16)
- Q6** Elucidate the challenges and ethical dilemmas in international HRM. (16)

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IMBA
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6th Semester Regular/Back Examination: 2022-23

SUBJECT: Financial Management-II

BRANCH(S): MAM

Time : 3 Hour

Max Marks : 100

Q.Code : M075

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 are the types of dividend?
- What do you mean by working capital management?
- What is permanent working capital?
- Define cash from financial point of view.
- Why should you maintain receivables?
- What is aging schedule of debtors?
- What do you mean by financing current asset?
- What would be the problem if dividend is not declared for years together?
- What are internal sources of finance?
- What is dividend policy?

Part-II

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

- If each share of a firm is selling at Rs. 100. Suppose a dividend is declared at the end of the year, what will be the shareholder's wealth if a shareholder holds 200 shares at the end of first year assuming the capitalization rate to be 10%?
- State the Gordon's formula. Explain with an example.
- What is stability of dividend payment? Explain the significance.
- Examine MM dividend irrelevance approach.
- Distinguish between gross working capital and net working capital.
- Discuss the different instruments used for cash collection.
- A firm disburses Rs. 20 lakhs every year. The conversion charge is Rs. 40 per conversion. The current risk-free rate is 10%. What is optimal cash balance?
- Explain the different motives for holding cash.
- A net 30 term is allowed for a sale of Rs. 20,00,000. There are 20% of the customers who do not make payments in time. Find out the average collection period and the average size of receivables.
- What are the sources of information on which the credit policy is based?
- What are the benefits of maintaining inventory?
- Write a note on JIT inventory system.

Part-III

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

- Q3** Discuss the factors influencing working capital requirement. (16)
- Q4** Explain the procedure adopted for selecting a customer to whom credit facilities are provided. (16)
- Q5** The determination of the ratio between cash and near cash assets is based on a trade-off between opportunity cost and conversion cost. Discuss. (16)
- Q6** Current assets are financed through a mix of short term and long term funds. Discuss the statement and explain various approaches in this context. (16)

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6th Semester Regular/Back Examination: 2022-23
Operations management-II
BRANCH(S): MAM
Time : 3 Hour
Max Marks : 100
Q.Code : M247

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) Explain the suitability of fixed position layout.
- b) What are the different strategies of aggregate planning?
- c) What are the main inputs of MRP?
- d) Differentiate between CPM and PERT.
- e) Differentiate between producer risk and consumer risk.
- f) What is ISO 9000?
- g) What are the symbols are used in flow process chart?
- h) Which layout is suitable for mass production system?
- i) What do you mean by cost of quality?
- j) What do you mean by master production schedule?

Part-II

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

- a) Explain different types of plant layout with giving its suitability.
- b) An 8 hours work measurement study in a plant reveals the following: Units produced = 320 nos., ideal time = 15%, performance rating = 120%, Allowances = 12% of normal time. Calculate the standard time per unit produced.
- c) What is work study? Explain its objectives and benefits.
- d) What is aggregate planning? What are the costs associated in aggregate planning? Explain.
- e) What is capacity planning? Explain its classification.
- f) Discuss the role of MPS, MRP, and CRP in resource requirement planning.
- g) How to evaluate MRP system?
- h) Explain the role of project manager.
- i) What is project life cycle? What are the phases involved in PLC? Explain.
- j) What is SQC? Explain its benefits.

- k) Explain the steps involved in stop watch time study procedure.
- l) A sample of 4 each were taken for the study, the measurement of which are noted as follows: [$A_2 = 0.73$, For sample size = 4]

Sample No.	Measurements in mm				
1	20	22	25	24	
2	18	23	20	26	
3	24	25	22	20	
4	23	21	26	24	
5	24	25	24	21	

Draw mean chart.

Part-III

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

- Q3 Explain the meaning and significance of plant location. How will you decide location of a large mini steel plant in Odisha? (16)
- Q4 (a) What do you mean by Method study? Briefly describe the various steps involved in method study procedure? (8x2)
- (b) Briefly explain the techniques of work measurement study.
- Q5 (a) What is capacity Requirement Planning? Describe the process of CRP. (8x2)
- (b) Distinguish between MRP-I and MRP-II
- Q6 Find out critical path and expected project completion time from the following Information: (16)

Activity	Predecessors	Optimistic time	Most likely time	Pessimistic time
A	-	5	5	11
B	-	2	3	10
C	-	3	6	15
D	A	2	5	8
E	A	2	3	4
F	A	2	6	10
G	B, C	2	3	10
H	C	5	5	5
I	D	3	3	9
J	E, G	7	8	9

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IMBA
16IMN602

6th Semester Regular/ Back Examination: 2022-23

SUBJECT: Research Methods

BRANCH(S): MAM

Time : 3 Hour

Max Marks : 100

Q.Code : M173

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 scientific research.
- Discuss the four types of measurement scales used in research.
- What is hypothesis?
- Define the term "level of significance" in statistics.
- What do you mean by open-ended and close ended questions? Cite examples.
- What are the various sources for secondary data in research?
- What is one-tailed and two-tailed test?
- Write two advantages of sampling.
- What is cluster sampling? Give examples.
- What is the importance of charts and graphs in a research report?

Part-II

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

- Explain exploratory research design. What are its merits and demerits?
- What is sampling? Explain the difference between simple random sampling and snowball sampling.
- Differentiate between primary and secondary data. Which type of data do you think should be collected for conducting an Employee Survey and why?
- A sample of 225 students is found to have a mean weight of 67 kg. Can it be regarded as the sample from a large population with mean weight 65 kg and standard deviation 2.3 kg? Test at 5% level of significance. ($Z=1.96$)
- Explain experimental research design. Give its advantages and disadvantages.
- In a random sample of 1000 persons from Bhubaneswar, 400 was found to be consumers of Pepsi. In a random sample of 800 from Cuttack, 400 consumes Pepsi. Do these data reveal significant difference between two Cities so far as proportion of Pepsi consumers are concerned (Z -calculated = 1.96).
- The manufacturer of an electric bulbs claims that he is bulbs have a mean life of 25 months with a standard deviation of 5 months. A random sample of 6 bulbs have following values.
Life of months: 24, 26, 30, 20, 20, 18
Can you test the producer's claim to be valid at 1% level of significance? (t -tabulated=4.032)

- h) Explain the characteristics of good research.
- i) Discuss types of measurement scales used in research.
- j) What are the features of a good research report? Explain.
- k) Explain Factor Analysis and Multiple Regression Analysis as data analysis methods.
- l) What is normal distribution? What is its importance? Explain.

Part-III

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

- Q3** Below are given the yields per acre of wheat for six plots entering a crop competition, three of the plots being sown with wheat of variety A and three with B. (16)

Variety	Yields in field per acre		
	1	2	3
A	30	32	22
B	20	18	16

Set up a table of analysis of variance and calculate F . State whether the difference between the yields of two varieties is significant taking 7.71 as the table value of F at 5% level for $v_1 = 1$ and $v_2 = 4$.

- Q4** Elaborate the process of Research. Explain the importance of research in decision making. (16)

- Q5** Write short notes on: (16)
- a) Qualitative research
 - b) Errors in hypothesis testing
 - c) Non-parametric test
 - d) Interview method

- Q6** The manager of ABC ice-cream parlor has to take a decision regarding how much of each flavor of ice-cream he should stock so that the demands of the customers are satisfied. The ice-cream suppliers claim that among the four most popular flavors, 62 per cent customers prefer vanilla, 58 percent chocolate, 12 per cent strawberry and 8 per cent mango. A random sample of 200 customers produces the results as given below. At $\alpha = 0.05$ significance level, the test claims that the percentages given by the suppliers are correct. (16)

Flavor	Vanilla	Chocolate	Strawberry	Mango
Number Preferring	120	40	18	22

Chi-square tabulated (5 per cent) = 9.488

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IMBA
16IMN605

6th Semester Regular/ Back Examination: 2022-23

Business Ethics

BRANCH(S): MAM

Time : 3 Hour

Max Marks : 100

Q.Code : M445

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)

- Differentiate between Business Ethics and Law.
- What are the major ethical issues that business faces today?
- Define ethical conflict and ethical congruence.
- What is insider trading?
- Differentiate between Deontology versus Virtue Ethics.
- What is Golden Parachute?
- Explain how to overcome sexual harassment in work place.
- What are the laws enforcing ethical issues?
- Define Virtual Ethics.
- How does code of ethics benefits the business?

Part-II

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

- What is business ethics? Explain the various scope of business ethics.
- Explain Kohlberg's six stages of moral development.
- The legal and ethical obligations of the firm are the same. Justify.
- What does the virtue ethics emphasize: action or person? Give reasons.
- Business ethics is an oxymoron. Justify.
- Evaluate the following proposition: "All monopolies are bad for the consumer and the economy; therefore they should be strictly controlled".
- What ethics should be followed by a company? Explain different challenges faced by companies.
- How does the corporate world convey/reinforce some values cited through marketing and advertisement?
- How would you compare oligopoly and monopoly in the market structure?
- Explain rights and duties of workers.
- Why is ethical behavior important in the field of finance?
- Briefly explain Aristotle's views on virtues.

Part-III

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

- Q3 Define business ethics. What are the main objectives of business ethics? What are the factors influencing business ethics? (16)
- Q4 What do you understand by an ethical theory? What are the questions that ethical theories seek to understand or explain? Discuss. (16)
- Q5 Financial market plays an important role in the allocation of scarce resources in an Economy by performing various functions. Explain different functions of financial market. (16)
- Q6 Define ethics training program. What is the purpose of ethics training program? What are the major features of a successful ethics training program? (16)