BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT STUDIES, BHUBANESWAR

Semester: 3rd Sem. MBA
Batch: 2022-24
Subject- Compensation & Benefit Management
Subject Code: 18MBA303C

Date: 08/11/2023
Class Test-I
Duration: 1 Hour
Full Marks: 30

Section A

Q1. Briefly answer any FOUR of the following questions. (2x4=8)

a) What is Living Wage?

b) What is 3P Concept of Compensation?

c) What is PBR method of payment?

d) What is Deferred Pay?

e) What is Wage Fund Theory?

Section B

Q2. Answer any TWO of the following questions. (6x2=12)

a) Discuss Residual Claimant Theory and Employment theory of wages.

b) Explain your brief idea regarding factors affecting Compensation Polices.

c) Is Compensation is the strongest motivator for employee attraction, retention and development? Give your view on it.

Section C

Q3. Answer any ONE of the following questions. (10x1=10)

a) Explain the System of Compensation Management and its impact on Organizational Environment.

b) What is Compensation? Discuss different types of Compensation?

-: Best of Luck:-

Semester: 3ʳᵈ Sem. MBA
Batch: 2022-24
Subject- PERFORMANCE MANAGEMENT SYSTEM
Subject Code: 18MBA304C

Date: 06/11/2023
Class Test-I
Duration: 1 Hour
Full Marks: 30

Section A

Q1. Briefly answer any FOUR of the following questions. (2x4=8)

a) Enlist the steps in process of performance appraisal.

b) What do you mean by potential appraisal?

c) Write a short note on critical incident method.

d) State the need of performance management.

Section B

Q2. Answer any TWO of the following questions. (6x2=12)

a) Discuss performance management and its challenges in current scenario.

b) Write a detailed note on performance management versus performance appraisal.

c) Explain MBO as method of performance appraisal.

Section C

Q3. Answer any ONE of the following questions. (10x1=10)

a) Explain critically traditional and modern methods of performance appraisal.

b) What are the various obstacles in performance appraisal? How effective performance appraisal can be achieved.

-: Best of Luck:-

BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT STUDIES, BHUBANESWAR

Semester: 3rd Sem. MBA
Batch: 2022-24
Subject- Manpower Planning
Subject Code: 18MBA301C

Date: 07/11/2023
Class Test-I
Duration: 1 Hour
Full Marks: 30

Section A

Q1. Briefly answer any FOUR of the following questions.　　(2x4=8)

a) Write the importance of manpower planning.
b) What are the usages of Job Analysis?
c) What is Delphi Technique?
d) Briefly explain the objectives of HRP.
e) State few reasons of Supply Forecasting.

Section B

Q2. Answer any TWO of the following questions.　　(6x2=12)

a) Explain the methods of HR demand forecasting.
b) Explain the recent trends in HRP.
c) "In order to build a rewarding employee experience you need to understand what matters most to your people." Explain.

Section C

Q3. Answer any ONE of the following questions.　　(10x1=10)

a) Discuss the significance of manpower planning at micro and macro levels.
b) Describe the process of HRP in detail.

-: Best of Luck:-

Semester: 3rd Sem. MBA   Date: 09/11/2023
Batch: 2022-24   Class Test-I
Subject- EMPLOYEE RELATIONS   Duration: 1 Hour
Subject Code: 18MBA302C   Full Marks: 30

Section A

Q1. Briefly answer any FOUR of the following questions. (2x4=8)

a) What do you mean by industrial relations?
b) Who are the parties involved in IR?
c) What do you mean by trade union.
d) The role of government is crucial in industrial relations, justify the statement.
e) What do you mean by employers association?

Section B

Q2. Answer any TWO of the following questions. (6x2=12)

a) Explain in brief the need objective and importance of IR.

b) Write a short note on Radicak\l approach.

c) Explain in brief about the concept, "workers participation in management"

Section C

Q3. Answer any ONE of the following questions. (10x1=10)

a) Compare and contrast unitary and pluralistic approach of IR.

b) Explain in brief the concepts and values involved in IR.

-: Best of Luck:-