



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

Semester: 9th Sem. IMBA
Batch: 2019-24
Subject- PMS
Subject Code: 16IMN901C

Date: 13/09/2023
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 Performance Management System (PMS)?
- b) Write two objectives of PMS.
- c) Write two KPIs for an Assistant Professor.
- d) De-linking performance to reward is one of the strategies for effective implementation of PMS. Explain.
- e) What is spill-over effect?

Section B

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

- a) Explain the concept of SMART goal.
- b) What is Self-Appraisal? Why it is important under Performance Management System.
- c) "PMS is not just about appraising; it's all about performing." Justify

Section C

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

- a) Explain the process of Performance Management System?
- b) Distinguish between Performance Appraisal & Performance Management System.

-:Best of Luck:-



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Semester: 9th Sem. IMBA
Batch: 2019-24
Subject- TDW
Subject Code: 16IMN902C

Date: 15/09/2023
Class Test-I
Duration: 1 Hour
Full Marks: 30

Section A

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

- a) Write four essential qualities of a Team leader
- b) What is social loafing? Give an example.
- c) Define organizational culture?
- d) List out types of teams in an organization.
- e) What do you understand by virtual team?

Section B

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

- a) What is a Team and what ways it is different from a Group?
- b) List out the major reasons as to why organizations use Teams.
- c) Mention five characteristics of a Successful Team explaining them each briefly.

Section C

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

- a) Explain the stages of Team Building/Development, also explain implications of team development stages on teamwork.
- b) Why communication is important in a team? Suggest methods of effective Team Communication.

-: Best of Luck :-



**BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY &
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Semester: 9th Sem. IMBA
Batch: 2019-24
Subject- SHRM
Subject Code: 16IMN903C

Date: 13/09/2023
Class Test-I
Duration: 1 Hour
Full Marks: 30

Section A

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

- a) Define SHRM and elaborate its nature.
- b) How is SHRM different from HRM?
- c) What do you understand by Best Fit Approach?
- d) What are the Investment perspectives in HR?
- e) Why alignment of HR strategy with business strategy is necessary?

Section B

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

- a) What do you mean by Integrated HR Systems?
- b) In what ways does the HRD function relate to the organization's strategy? Give contextual examples.
- c) What are the benefits of SHRM?

Section C

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

- a) Explain the framework of Strategic Human Resource Management process.
- b) What are the various approaches to SHRM? Explain in detail.

-:Best of Luck:-