



Lyc (H.R.)

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

Semester: 9th Sem. IMBA
Batch: 2019-24
Subject- SHRM
Subject Code: 16IMN903C

Date: 11/10/2023
Class Test-II
Duration: 1 Hour
Full Marks: 30

Section A

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

- a) What do you understand by Green Culture?
- b) Who are called as Parent-Country Nationals?
- c) What are the main components of HPWPs in organization?
- d) Give an example of strategic alliance in context to US Companies.
- e) What do you mean by Integrated HR Systems?

Section B

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

- a) Distinguish between expatriation and repatriation.
- b) Explain the various Factors in selection of expatriates
- c) Define Polycentric. How it is different from ethnocentric?

Section C

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

- a) Explain Relationship between HPWP and organizational performance?
- b) What are the factors affecting International human resource management? Discuss each one of them.

-:Best of Luck:-



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Semester: 9th Sem. IMBA
Batch: 2019-24
Subject- Performance Mangt. System
Subject Code: 16IMN901C

Date: 11/10/2023
Class Test-II
Duration: 1 Hour
Full Marks: 30

Section A

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

- a) Explain the concept of Performance Counselling.
- b) What is performance coaching?
- c) How collaborative learning induce better perform management?
- d) What is “Do only what you get paid for” syndrome?
- e) A successful performance management system promotes a healthy feedback culture. Explain.

Section B

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

- a) Write-down the implementation of Balance Score Card for performance measurement
- b) Briefly explain Principles of Performance counseling.
- c) Explain EFQM model.

Section C

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

- a) Explain the various strategies for improving performance.
- b) Give a complete description on the performance counseling process.

-:Best of Luck:-



**BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY &
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Semester: 9th Sem. IMBA
Batch: 2019-24
Subject- TDW
Subject Code: 16IMN902C

Date: 12/10/2023
Class Test-II
Duration: 1 Hour
Full Marks: 30

Section A

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

- a) What are the five factors in big five personality theory?
- b) What is collective cohesion? Give an example.
- c) What are the characteristics of a group?
- d) How are teams used by organizations?
- e) How are work group different from teams and self-managing team?

Section B

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

- a) Write short note on
 - i. Team Rewarding
 - ii. Group Task.
- b) What are the some of the organizational factors that affects creativity?
- c) List out the merits and demerits of Team Cooperation. Explain with suitable examples, how can cooperation in teams be encouraged.

Section C

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

- a) You are heading L&D department of Kavin infotech, you want to train your technical employees (most of them are Engineers) on team building and leadership skills what will be your key consideration before designing the programme . what are the sub skill you will focus? prepare a blue print for the programme.
- b) Team culture reflect organizational culture, Do you agree? Justify your answer with example.

-: Best of Luck :-