

Registration No.:

--	--	--	--	--	--	--	--	--	--

Total Number of Pages: 02

Course: MBA

Sub Code: 18MBA304C

3<sup>rd</sup> Semester Regular / Back Examination: 2023-24

SUBJECT: Performance Management System

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

Time: 3 Hour

Max Marks: 100

Q Code: N474

The figures in the right hand margin indicate marks.

**Part-I**

**Q1 Answer the following questions:**

**(2 x 10)**

- a) How periodic reviews are important in performance management?
- b) Write a short note on "Management by objectives".
- c) How communication is important in performance appraisal?
- d) What are the performance biases?
- e) Why training is important implication of performance management?
- f) How personality traits sometimes cause biasness in performance appraisal?
- g) What is performance based incentive?
- h) What is performance coaching?
- i) Write a short note on high performance culture?
- j) What is transparency in performance appraisal?

**Part-II**

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

**(6 x 8)**

- Q2**
- a) What are the innovative performance measures?
  - b) Discuss the role of internal and external equity in performance appraisal.
  - c) Discuss different types of pay for performance plans.
  - d) How to obtain and analyze important performance information?
  - e) Differentiate performance appraisal from potential appraisal.
  - f) Differentiate team based performance plans from individual performance plans.
  - g) How the legal frameworks affect the performance management system?
  - h) Explain the process of analyzing performance problems.
  - i) Differentiate systematic and personal obstacles in performance appraisal.
  - j) Discuss "do only what you get paid for"? How it is relevant in today's world?
  - k) Explain principles for defining performance measures.
  - l) Describe the guiding principles of performance management?

### **Part-III**

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

- Q3** Elucidate the performance management system. What are the principles and implications of performance management? **(16)**
- Q4** Explain the concept of linking reward to performance. What are the strategies of managing performance? **(16)**
- Q5** What do you mean by KPA? Do you think this is advancement over traditional methods performance appraisal? How do you justify this? **(16)**
- Q4** Discuss the performance management system and key strategies adopted by a service sector firm. **(16)**

Registration No.:

--	--	--	--	--	--	--	--	--	--

Total Number of Pages: 02

Course: MBA

Sub Code: 18MBA301C

3<sup>rd</sup> Semester Regular/Back Examination: 2023-24

Manpower Planning

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

Time: 3 Hours

Max Marks: 100

Q. Code: N645

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 staffing?
- What is the aim of behavioral interviews?
- How employee turnover can be identified?
- What do you mean by total manpower cost?
- Write a short note on skill inventory.
- State the techniques of HRP.
- Write a short note on trend analysis?
- How employees' dashboard helpful for manpower planning?
- Write a short note on under utilization of manpower.
- How manpower control and reviews works?

Part-II

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

(6 x 8)

- What are the principles to be followed for effective human resource planning?
- How job analysis helps manpower planning?
- Business is a system of processes. Comment.
- Discuss the process of identification of manpower requirement.
- How manpower planning helpful in strategic management? Discuss.
- What are the obstacles causes manpower forecasting difficult?
- Differentiate between demands and supply forecasting.
- Explain the process of organizational competency building.
- How the macro factors influence workforce planning?
- Elucidate the use of technology in manpower planning.
- Explain the significance of strategic staffing.
- How the extant trends impact manpower decisions?

**Part-III**

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

- Q3** Discuss the micro and macro level purpose of manpower planning. How HR planning is linked to other functions of an organization? (16)
- Q4** Discuss how the mathematical and statistical techniques useful in manpower forecasting. (16)
- Q5** Define competency and competencies assessment. Outline the procedure of competency mapping. (16)
- Q6** Strategic manpower planning is crucial for sustainability of an organization. Critically examine with suitable example. (16)

Registration No:

--	--	--	--	--	--	--	--	--	--

Total Number of Pages : 02

Course: MBA

Sub Code: 18MBA302C

3<sup>rd</sup> Semester Regular/Back Examination: 2023-24

Employee Relations

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

Time: 3 Hours

Max Marks: 100

Q. Code: N408

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 social dialogue?
- b) How outsourcing impact industrial relations?
- c) What do you mean by employer's association?
- d) What is an industrial union?
- e) Why workers' empowerment is important?
- f) How neoliberalism impact employee relations?
- g) What are the levels of strategy in an organization?
- h) What do you mean by employee relations?
- i) What is Gandhi's thought on labour welfare?
- j) What do you mean by a craft union?

Part-II

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

(6 x 8)

- a) How conventional approached shaped industrial relations system?
- b) Discuss the relevance and methods of workers' participation.
- c) Discuss the significance and principles of trade unionism.
- d) Elucidate how proactive HR policies shape the industrial harmony.
- e) How strategic decisions influence industrial relations?
- f) Discuss objectives and contents of code of conduct.
- g) Does employee relations is essential for organizational growth? Comment.
- h) Elucidate the structure and functions of ILO.
- i) Discuss the process and benefits of collective bargaining.
- j) Why the concept of "psychological contract" is gaining significance these days?
- k) Managing employee relations is an art. Analyze.
- l) Distinguish the approach of bi-partism and tri-partism.

### **Part-III**

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

- Q3** What do you mean by strategic employee relations? Explain the proactive measures for maintenance of industrial peace and harmony. **(16)**
- Q4** What do you mean by industrial dispute? Explain the process of dispute resolution in industries. **(16)**
- Q5** Elucidate the grievances management system in India. What are the roles of different stakeholders in industrial harmony? **(16)**
- Q6** What are the recent changes and burgeoning challenges in employee relations globally? **(16)**

Registration No:

--	--	--	--	--	--	--	--	--	--

Total Number of Pages: 02

Course: MBA  
Sub-Code: 18MBA303C

3<sup>rd</sup> Semester Regular/Back Examination: 2023-24

SUBJECT: Compensation and Benefit Management

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

Time: 3 Hour

Max Marks: 100

Q.Code: N440

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 your own words.
- What is Wage Policy? Is it essential for the organization?
- What is the need of the Incentive plan for the Organization?
- Outline various types of fringe benefits?
- What do you understand by Job Evaluation?
- What is merit-based Pay? Is it essential?
- What do you understand by payment by Results?
- Write a short Note on Employee Stock Ownership Plans?
- What are the Retirement benefits? Why it is required?
- What are the Merits and Demerits of the Incentives?

**Part-II**

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

- Employee joins and continues in a firm because of Payment. Comment.
- What is the significance of Compensation & Benefit Management? Explain.
- Explain the components of Executive Compensations.
- What are the Emerging Trends in Employees Compensation? Explain.
- What are the criteria for wage fixation? Explain.
- What are the consequences of pay dissatisfaction?
- What is organizational compensation policy? How it is different from one organization to other?
- Is recognition enough to motivate employees or does remuneration also matter?
- Compare the time wage system with piece wage system.
- How labor market factors affect the compensation administration?
- What are the statutory Benefits which included in the Remuneration? Why these are important? Explain.
- What is wage fund theory? Explain.

**Part-III**

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

- Q3** Describe the concept and importance of Job Evaluation. Discuss various methods of job evaluation. (16)
- Q4** Discuss the Organizational Responsibility regarding the Compensation program and critically examine the issues and current trends. (16)
- Q5** Classify different incentive schemes of an organization and their suitability in different context. Discuss the characteristics of ideal incentive schemes. (16)
- Q6** Compensation and Benefit Management is one of the critical aspects of the organization. Explain in detail. (16)