

Total No. Of Questions : 5]

SEAT No. :

PA-4039

[Total No. Of Pages : 2

[5947]-101

F.Y. M.B.A. (HRD)

**101 GC - Principle and Practice of Management
(2020 Pattern) (Semester-I)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) *All questions are compulsory.*
- 2) *Each question carries 10 marks*

Q1) Answer any 5 out of 8 (2 marks each)

[10]

- a) Define Management.
- b) Write the process of management.
- c) What is corporate governance.
- d) Write any four factors affecting planning.
- e) Write importance of Organizing.
- f) Why staffing is important?
- g) Write and Explain any two functions of a supervisor.
- h) Elaborate any two steps in decision making.

Q2) Solve any 2 out of 3 (5 marks each)

[10]

Write short note on

- i) Different levels of management.
- ii) Modern management concept by peter Drucker.
- iii) Functions of management.

P.T.O.

[5947]-101

Q3) a) "Management is science or Art", discuss in detail with examples. **[10]**

OR

b) "The job of a supervisor is more difficult than that of the higher level management." Discuss. **[10]**

Q4) a) Elaborate the contribution of F.W. Taylor in the development of management. **[10]**

OR

b) "Decentralization allows larger span of control". Discuss in detail. **[10]**

Q5) a) Discuss any two decision making tools/models. With example. **[10]**

OR

b) "Effective manpower planning has the direct impact on the profitability of the operations of the company" Discuss in details. **[10]**



Total No. of Questions : 5]

SEAT No. :

PA-4040

[Total No. of Pages : 2

[5947]-102

F.Y. M.B.A. (HRD)

102 GC : ORGANIZATIONAL BEHAVIOUR

(2020 Pattern) (Semester - I)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) Draw neat labeled diagrams wherever necessary.
- 2) Figures to the right indicate full marks.
- 3) All questions are compulsory.

Q1) Solve any Five: [10]

- a) Define Ob and explain importance of organizational behaviour. [2]
- b) Explain meaning of Group, Group Behaviour and Group Dynamics.[2]
- c) Explain meaning and definition of organizational culture. [2]
- d) Explain various types of organizational change. [2]
- e) Explain collegial and custodian models. [2]
- f) Explain importance of attitude in an organization. [2]
- g) Explain role of people in organizational performance. [2]
- h) Explain organizational change. [2]

Q2) Solve any two: [10]

- a) What are significant personality traits suitable to the workplace? [5]
- b) Explain Myers - Briggs type indicator. [5]
- c) Explain contemporary issues in leadership. [5]

Q3) Solve any one: [10]

- a) What are different forces that act as stimulant to change? [10]
- b) What are basic elements in designing organizational structure? [10]

P.T.O.

Q4) Solve any one: [10]

- a) Explain how to overcome the resistance to change? [10]
- b) What are the functions of organization culture? [10]

Q5) Solve any one: [10]

- a) How we can create and maintain the positive organization culture? [10]
- b) Discuss concept of workplace spirituality. [10]



munotes.in

Total No. Of Questions : 5]

SEAT No. :

PA-4041

[Total No. Of Pages : 2

[5947]-103

M.B.A. (HRD)

**103GC - Economics For Human Resource Management
(2020 Pattern) (Semester-I)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) *All questions are compulsory.*
- 2) *Figures to the rights indicate full marks.*

Q1) Answer any 5 questions. (2 marks each)

[10]

- I) A fair day work for fair day pays denotes a sense of _____ felt by employees.
 - a) Responsibility
 - b) Equity
 - c) Happiness
 - d) Respect
- II) Which of the below is not a part of direct compensation.
 - a) HRA
 - b) Medical allowances,
 - c) Basic
 - d) DA.
- III) The marginal product of labour tells us
 - a) Which employee is the most productive.
 - b) The average output produced by each employee
 - c) The additional output produced by the last employee hired.
 - d) How much money the firm can make from hiring each employee.
- IV) Who are contingent workers?
 - a) share jobs with others employees.
 - b) are only hired when they are needed.
 - c) ways work less than 40 hours per week.
 - d) work for more than one employer at a time.

P.T.O.

Total No. of Questions : 5]

SEAT No. :

PA-4042

[Total No. of Pages : 2

[5947]-104

M.B.A. (HRD)

104 GC : HUMAN RESOURCE MANAGEMENT

(2020 Pattern) (Semester - I)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All questions are compulsory.
- 2) Figures to the right indicate full marks.

Q1) Answer any 5 out of 8 questions: (2 marks each) **[10]**

- a) Define the term Human Resource Management and write objectives of HRM.
- b) Describe in short Succession Planning.
- c) Define job specification and job description.
- d) State the term Fringe Benefits.
- e) Explain the term Kaizen and quality circles.
- f) Write in few sentences about retrenchment.
- g) Define the term employee safety.
- h) Describe in short promotion & transfer.

Q2) Answer any 2 out of 3 questions: (5 marks each) **[10]**

- a) Explain need and planning of recruitment. What are different sources of recruitment?
- b) Discuss role of organization in career planning and career development of employees.
- c) Describe the nature of incentive schemes and types of incentive schemes.

P.T.O.

Q3) Answer 3a or 3b question below: (any one) [10]

a) Write the role of Trade Union in Industrial Relations.

OR

b) Write importance and functions of Human Resource Management.

Q4) Answer 4a or 4b question from below: (any one) [10]

a) Differentiate between personnel management and Human Resource Management.

OR

b) Identify suitable training method for the following company:

- IT company
- Pharmaceutical company

Q5) Answer 5a or 5b question from below: (any one) [10]

a) Define training. Explain the significance of training need analysis with reference to training evaluation.

OR

b) Explain Human Resource Planning and factors affecting Human Resource Planning.



Total No. of Questions : 5]

SEAT No. :

PA-4043

[Total No. of Pages : 2

[5947]-105

F.Y. M.B.A. (HRD)

105-GC: LABOUR LAWS - I

(2020 Pattern) (Semester - I)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) All the questions carry equal marks.
- 2) Attempt all the questions.
- 3) Use flow chart wherever necessary.

Q1) Solve any five of the following :

[10]

- a) Name The principal organizations of ILO.
- b) What is the name of the parent body of ILO and where is the headquarter of ILO located?
- c) What do you mean by adult and Occupier of a factory under The Factories Act, 1948?
- d) How many days in a month an employee should work to avail the benefit of Leave with wages under the Payment of Wages Act, 1936?
- e) Enlist any four authorized deductions under the Payment of Wages Act, 1936.
- f) Mention the name of the committee that recommended the enactment of The Payment of Wages Act, 1936 and Who has the power to make rules under the Act?
- g) Applicability of Bombay Shops and Establishment Act, 1948
- h) International labour standards are formulated by _____ principal organization of ILO.

P.T.O.

Q2) Solve any two of the following : **[10]**

- a) Comment on the Provision-Annual Leave with wages under The Factories Act, 1948.
- b) Need of Labour laws in changing industrial Scenario-Discuss.
- c) Explain in detail-Applicability and Objectives of Bombay Shops and Establishment Act, 1948.

Q3) a) Explain The provisions relating to Approval, Licensing and Registration of factories under the Factories Act, 1948. **[10]**

OR

- b) If you are the HR vice president of a renowned organisation, how will you frame the policies considering all the provisions related to Health and Welfare under The Factories Act, 1948?

Q4) a) Explain the provision relating to Posting of standing orders. Duration and modification of standing order under 'The Industrial Employment Standing Orders Act, 1946'? **[10]**

OR

- b) "India has been one of the founder members of the ILO and has been taking advice part in its deliberations". Explain the statement with impact of Indian Labour Organization.

Q5) a) What are permissible deductions and non-permissible deductions under payment of Wages Act 1936? **[10]**

OR

- b) Schematically explain the provisions related to Registration of establishment and working Hours of Restaurants and Theatres under Bombay Shops and Establishment Act?



Total No. of Questions : 5]

SEAT No. :

PA-4044

[Total No. of Pages : 3

[5947]-106

M.B.A. - HRD

106: RESEARCH METHODOLOGY
(2020 Pattern) (Semester - I) (106 GC)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) *Figures to the right indicate full marks.*
- 2) *All questions are compulsory.*
- 3) *Each question carry equal marks.*

Q1) Attempt any five questions :

[10]

- a) Explain deductive reasoning.
- b) One should avoid using double-barrelled questions in a survey because:
 - i) a respondent should only have one surname and not a double barrelled one.
 - ii) they make the questions too long, so respondents lose interest.
 - iii) they are too abstract.
 - iv) they confuse respondents by asking about two different things.
- c) Describe reliability of an instrument.
- d) What is a research design?
 - i) A way of conducting research that is not grounded in theory.
 - ii) The choice between using qualitative or quantitative methods.
 - iii) The style in which you present your research findings, e.g. graph.
 - iv) A framework for every stage of the collection and analysis of data.
- e) Enlist four advantages of primary data.
- f) Explain inductive reasoning.

P.T.O.

g) Match the pairs of scale with their proper example.

Scale	Example
Nominal Scale	Temperature
Ratio Scale	Rating of a movie
Interval Scale	Occupation
Ordinal Scale	Weight

h) What is type - I error in hypotheses testing?

Q2) Solve any two : [10]

- Explain the management question and research question with a example.
- Describe the process of research.
- Describe various sources of Secondary data. Provide guidelines for collecting through Secondary data.

Q3) Solve any one : [10]

- Prepare a questionnaire to conduct a study on job satisfaction of an IT company.

OR

- Write in detail non-probability sampling.

Q4) Solve any one : [10]

- Describe in detail :
 - Graphic Rating Scale.
 - Likert scale.
 - Constant Sum scale.
 - Semantic Differential Scale.

OR

- In what sense quantitative research is different from qualitative research.

Q5) Solve any one :

[10]

- a) What is hypotheses? What are the qualities of a hypotheses? State different types of hypotheses?

OR

- b) What is meant by Experimental Research Design? Explain the concepts of treatment and control group in experiment.

munotes.in

Total No. of Questions : 5]

SEAT No. :

PA-4045

[Total No. of Pages : 2

[5947]-107

M.B.A. (HRD)

**107 UL : PERSONNEL ADMINISTRATION SYSTEM
(2020 Pattern) (Semester - I)**

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Each question has an internal option.*

Q1) Answer any five out of eight questions:

[10]

- a) Define personnel policy.
- b) Outline elements of personnel policy.
- c) Define Job Enlargement.
- d) State the methods of time office.
- e) Describe the legal communication process in brief.
- f) State the role of time office.
- g) Identify elements of TDS.
- h) Describe job rotation in brief.

Q2) Answer any two:

[2 × 5 = 10]

- a) Classify transfers.
- b) Explain the difference between job analysis & job description.
- c) Comment on Elements of Domestic Enquiry.

P.T.O.

- Q3) a)** Mr. Ritesh Deshmukh has been recently transferred to Latur Branch of ABC insurance Co. Draft a transfer letter on behalf of the insurance Co. considering certain assumptions. **[10]**

OR

- b) Design a salary structure of HR executive in an pharma sector highlighting the main components. **[10]**

- Q4) a)** Draft a show cause notice against a shop floor worker for his mis conduct related to neglecting his supervisor's instructions. **[10]**

OR

- b) Draft a warning letter to the worker who was caught smoking at shop floor by the supervisor. **[10]**

- Q5) a)** Job enrichment is most popular technique for enhancing employee motivation. Explain. **[10]**

OR

- b) Differentiate between job description and job specification. **[10]**



Total No. of Questions : 5]

SEAT No. :

PA-4046

[Total No. of Pages : 2

[5947]-108

M.B.A. (HRD)

**108 : ENTREPRENEURSHIP AND NEW VENTURE PLANNING
(2020 Pattern) (Semester - I)**

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *All questions carry equal marks.*
- 3) *All questions carry internal options.*
- 4) *Draw necessary diagrams & give appropriate examples.*

Q1) Answer any five of the following:

[10]

State whether the following statements are true or false.

- a) An entrepreneur is a risk bearer.
- b) Risk assessment is the process of determining the likelihood that a specified negative event will occur.
- c) Feedback from consumer is a group method of generating new ideas for entrepreneurs.
- d) Innovation is the only specific instrument of entrepreneurship.
- e) Company is the complex form of organization.
- f) Merger is the extended version of licensing.
- g) Entrepreneurship is for profit making only.
- h) Entrepreneur has no role in development of economy.

Q2) Answer any two of the following:

[10]

- a) Define entrepreneur. Explain the qualities of an entrepreneur.
- b) Give a brief classification of different types of entrepreneurs.
- c) Explain SWOT analysis with respect to entrepreneurship in India.

P.T.O.

Q3) Answer any one of the following: [10]

- a) What are the methods and sources of idea generation for entrepreneur?

OR

- b) Explain cultural and environmental issues to be considered while starting business.

Q4) Answer any one of the following: [10]

- a) Define Women Entrepreneurship? Why it is important for India.

OR

- b) What is risk management? Explain the different types of risk faced by entrepreneur.

Q5) Answer any one of the following: [10]

- a) Define NGO. What are the role and responsibilities of NGO?

OR

- b) Give the characteristics of successful entrepreneurs along with their types.



Total No. of Questions : 5]

SEAT No. :

PA-4047

[Total No. Of Pages : 2

[5947]-109

M.B.A. (HRD)

**109 UL : Accounting for HR
(2020 Pattern) (Semester - I)**

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) *All questions are compulsory.*
- 2) *Figures to the right indicate full marks.*

Q1) Attempt any Five of the following :

[5 × 2 = 10]

- a) Mention two objectives of financial accounting.
- b) Provide the definition of business entity concept.
- c) What is International Financial Reporting Standards (IFRS).
- d) Define fixed assets.
- e) What is net worth?
- f) Define contingent liability.
- g) Define current liability.
- h) Define operating expenses.

Q2) Attempt any Two of the following :

[2 × 5 = 10]

- a) Differentiate between financial accounting and management accounting.
- b) Distinguish between activity ratios and coverage ratios.
- c) Explain in detail how accounting ratios assist in the process of decision making in an organization.

P.T.O.

Q3) Attempt any One of the following :

[1 × 10 = 10]

- a) What do you mean by methods of costing? Explain the different methods of costing briefly.
- b) Costing is an instrument of management control. Comment.

Q4) Attempt any One of the following :

[1 × 10 = 10]

- a) Explain the techniques of marginal costing and state its importance in decision making
- b) Marginal costing is the administrative tool for the management to achieve higher profits and efficient operations. Discuss.

Q5) Attempt any One of the following.

[1 × 10 = 10]

- a) Explain in detail functional budgets and master budgets.
- b) What is responsibility accounting? Explain in detail the various types of responsibility centres.



Total No. of Questions : 5]

SEAT No. :

PA-4048

[5947]- 201

[Total No. of Pages : 2

M.B.A. - I (HRD)

**201GC : LABOUR WELFARE
(2020 Pattern) (Revised) (Semester - II)**

Time : 2 ½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *Draw near labeled diagrams whenever necessary.*
- 2) *Figures to the right indicate full marks.*
- 3) *All questions are compulsory.*

Q1) Attempt any Five:

[10]

- a) ILO & ILC
- b) Which of the following is not connected with employee safety and health
 - i) The Factories Act 1948
 - ii) The Mines Act 1952
 - iii) The Payment of Bonus Act 1965
 - iv) The Dock Workers (Safety Health And Welfare) Act 1986
- c) Define Industry?
- d) What is the Qualification of Labour Welfare Officer?
- e) Explain the term NGO?
- f) Match the following Acts/Code with the provisions.

Acts/Code	Provision
1) The Trade Unions Act	i) Retrenched and protected workmen
2) The code of Discipline	ii) Collection of political forms
3) The Industrial Disputes Act	iii) Recognition of Unions
4) The Model standing orders under the Central Industrial Employment (Standing orders) rules	iv) Disciplinary action for misconduct

P.T.O.

Codes:

- | | 1 | 2 | 3 | 4 |
|-----|----|-----|----|-----|
| (A) | ii | iii | i | iv |
| (B) | i | iii | iv | ii |
| (C) | ii | i | iv | iii |
| (D) | ii | iv | i | iii |

- g) Define Trade Union.
- h) Write Scope and objectives of labour welfare?

Q2) Solve any Two:- **[10]**

- a) Differential between Personnel Manager and Welfare Officer.
- b) What are the Role and Function of Labour Welfare Officer.
- c) Welfare facilities affect productivity, how?

Q3) Solve any one- **[10]**

- a) Explain the role of various Non Statutory Welfare Amenities with respect to Welfare Amenities
- b) Write the Objectives of participation in WPM? Explain the relation with Labour welfare and Industrial hygiene

Q4) Solve any one- **[10]**

- a) Write the duties and function of labour welfare officer?
- b) Explain the Objective and principles of Labour Welfare?

Q5) Solve any one- **[10]**

- a) Explain the Workers Education Scheme? Why such Scheme need to promote in industry for maintaining the Labour welfare and Industrial hygiene?
- b) Write the Health & Hygiene provision that need to be followed in factories?



Total No. of Questions : 5]

PA-4049

SEAT No. :

[Total No. of Pages : 2

[5947]- 202

M.B.A. - I (HRD)

**202 GC : INDUSTRIAL ORGANIZATIONAL PSYCHOLOGY
(2020 Pattern) (Semester-II)**

Time :2½ Hours]

[Max. Marks : 50

Instruction to the candidates:

- 1) All questions are compulsory.*
- 2) Figures to the right indicate full marks.*

Q1) Solve any five of the following.

[5×2=10]

- a) Describe the key terms involved in industrial organizational psychology.
- b) What are the types of industrial organizations?
- c) What is the purpose of industrial organization?
- d) What are the 4 types of psychology?
- e) What factors affect productivity?
- f) What are the 4 factors that increased productivity?
- g) What are the key factors that determine labor productivity?
- h) What are three reasons for measuring productivity?

Q2) Solve any two.

[2×5=10]

- a) What are the four different types of psychological tests?
- b) What were the different methods of psychological testing?
- c) What are the disadvantages of psychological test?

P.T.O.

Q3) How do you measure effectiveness of testing? [10]

OR

What are the current trends in I-O psychology

Q4) What are the current major factors impacting I-O psychology? [10]

OR

What is individual behavior? What are examples of individual behaviours?

Q5) What are the factors that influence group dynamics? [10]

OR

What are the elements of group dynamic in psychology.



Total No. of Questions : 5]

SEAT No. :

PA-4050

[Total No. of Pages : 2

[5947]-203

M.B.A. - I (HRD)

**GC - 203 Core : INDUSTRY RELATION & EMPLOYEE
RELATIONS**

(2020 Pattern) (Semester - II) (Compulsory)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Figures to the right indicate full marks.*
- 3) *Assume suitable data of necessary.*
- 4) *All questions have internal options.*

Q1) Solve any five of the following

[5×2=10]

- a) Where of the following factors no affecting industry relations.
 - i) Psychological factors
 - ii) Political factors
 - iii) Global factors
 - iv) Local factors
- b) Which of the following department has major interest in harmonions industrial relations.
 - i) HR
 - ii) Production
 - iii) Finance
 - iv) Marketing
- c) What should be minimum number (of persons) required to register a trade union.
 - i) 6
 - ii) 7
 - iii) 8
 - iv) 9
- d) Which of the following is not a part of primary strikes.
 - i) Sympathetic Strike
 - ii) Tools down- pen down
 - iii) Stay away strikes
 - iv) Protest strikes
- e) Griviance arising from management policy includes.
 - i) Poor safety
 - ii) Poor machinery
 - iii) Lack of carrer planing
 - iv) Unrealistic trgets

P.T.O.

- Q2) Solve any two.** **[2×5=10]**

- Q3) a)** Explain the procedure of dissolution of trade union. **[10]**

b) How industrial disputes will be resolved as per industrial dispute was 1947? **[10]**

- OR

- Q5) a)** Discuss the causes of and consequences of industrial conffillers. [10]

b) What do you mean by Industry Relations? Discuss the significances of good industrial relations in indian industries. [10]



Total No. of Questions : 5]

SEAT No. :

PA-4051

[5947]- 204

[Total No. of Pages : 2

M.B.A. - I (HRD)

204 GC: TRAINING AND DEVELOPMENT

(2020 Pattern) (Semester - II)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All questions are compulsory.*
- 2) Draw necessary diagram wherever required.*
- 3) Figures to the right indicates full marks.*

Q1) Solve any five of the following.

[5×2=10]

- a) CBT
- b) E Learning.
- c) Steps in Training.
- d) Define Leadership.
- e) Explain Task Analysis
- f) Explain Training Budgeting.
- g) Mention any four types of Training.
- h) Explain the concept of Multimedia Training.

Q2) Solve any two.

[2×5=10]

- a) Define the concept of Training and its objectives.
- b) Explain the process of Training and the steps involved.
- c) Explain the criteria for identifying training need through person & Task Analysis.

P.T.O.

Q3) Solve any one. [10]

- a) Explain the principles of learning to be followed in a training programme is to be effective.
- b) What is the impact of modern technology on teaching aids for training.

Q4) Solve any one. [10]

- a) Distinguish between on-the-job and off-the-job training, when will you use these two techniques?
- b) How would you evaluate the effectiveness of a training programme.

Q5) Solve any one. [10]

- a) Write about the essential ingredients of Management development programme.
- b) Explain the role of Training and Development in today's competitive business environment.



Total No. of Questions : 5]

SEAT No. :

PA-4052

[Total No. of Pages : 2

[5947]-205
F.Y. MBA- HRD
GC 205: Labour Laws-II
(2020Pattern) (Semester - II)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All the questions carry equal marks.*
- 2) *Attempt all the Questions.*
- 3) *Use flowchart wherever necessary.*

Q1) Solve any five of the following:

[5×2=10]

- a) Which government appoint The chairman and members of Central Board constituted under Employees' Provident Fund and how members are appointed?
- b) Define The Term 'exempted employee' as per the provision of the ESI Act?
- c) What is the Punishment given to " Any Person knowingly makes or causes to be made any false statement or false representation under ESI Act?
- d) What is the Current Interest Rate On EPF for year 2020-2021 and What does RPFC stands for in EPF?
- e) Mention Two main objectives of The Maternity Benefit Act, 1961
- f) Define Strike under the Industrial Disputes Act, 1947?
- g) Formation of a Works Committee under the Industrial Disputes Act, 1947?
- h) Nursing Breaks under The Maternity Benefit Act, 1961?

Q2) Solve any two of the following:

[2×5=10]

- a) Explain the provisions of Sickness Benefit under ESI Act.
- b) Summarize the provision regarding Leave for Miscarriage under The Maternity Benefit Act, 1961?
- c) Outline main Objectives of The Employees Provident Fund Miscellaneous Provisions Act-1952.

P.T.O.

Q3) Answer any one question [10]

- a) Discuss in brief the provisions of ESI Act, 1948 regarding the adjudication of disputes and claims?

OR

- b) State the different types of benefits provided under the Employee State Insurance Act and mention three main objects of the Act?

Q4) Answer any one question [10]

- a) What is lay-Off? Discuss the right of a workman for lay-off compensation? When the compensation is not payable to a laid-off workman?

OR

- b) Under what circumstances an employee can withdraw the entire amount from his provident fund and explain Employees Provident Fund Scheme?

Q5) Answer any one question [10]

- a) Define the term Maternity Benefit, Medical Bonus and explain when the benefit is forfeited under The Maternity Benefit Act, 1961?

OR

- b) Discuss Various kind of Leave to which a women is entitled under The Maternity Benefit Act,1961?



Total No. of Questions : 5]

SEAT No. :

PA-4053

[Total No. of Pages : 2

[5947]-206

M.B.A. - I (HRD)

206 GC : FINANCE FOR HR

(2020Pattern) (Semester - II)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All question are compulsory.*
- 2) *Figures to the right indicate full marks.*

Q1) Attempt any five Questions

[5×2=10]

- a) Differentiate between Revenue Expenditure & capital Expenditure.
- b) What is “Goodwill”? Discuss in brief.
- c) Explain “Cash Flow Statement”.
- d) What are Liquidity Ratios? Discuss any two Liquidity Ratios.
- e) What are the constituents of capital?
- f) What are “Turnover Ratios”? Explain any two Turnover Ratios.
- g) What is “Networth”? Explain in brief.

Q2) Attempt any two write brief Account on:

[2×5=10]

- a) Financial Intelligence.
- b) Due diligence.
- c) Tangible & Intangible Assets.
- d) Capital Expenditure.

Q3) Discuss the strategies to enhance the financial literacy.

[10]

OR

What are different forms of business? Explain in detail.

[10]

P.T.O.

Q4) Draw a proforma Balance sheet of a company [10]

OR

Draw a proforma funds flow statement. [10]

Q5) Explain in brief the following: [10]

- a) Net sales
- b) Gross profit
- c) Net profit
- d) Earning per share(EPS)
- e) EBIT (Earning before Interest & Taxes)

OR

What is financial Intelligence? How “ HR Function” develops the financial Intelligence of a firm? [10]



Total No. of Questions : 5]

SEAT No. :

PA-4054

[Total No. of Pages : 2

[5947]-207

First Year M.B.A. (Human Resource Development)

207 -UL : FUTURE OF WORK PLACES

(2020 Pattern) (Semester - II) (Revised)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Figures to the right indicate full marks.*

Q1) Answer any five questions (2 marks each)

- a) Define Diversity.
- b) Explain Human Capital.
- c) Describe on boarding.
- d) Identify 5 elements of Human Capital Skills.
- e) Define HR Analytics.
- f) Explain AI.
- g) Recite crowdsourcing
- h) Explain EI.

Q2) Answer any two (5 marks each)

- a) Compare with suitable differences between critical thinking and problem solving.
- b) Infer various technological revolution at work place.
- c) Classify elements of lifelong learning at workplace.

P.T.O.

Q3) Answer any one (10 marks each)

- a) Analyse the situation of Automotive Co. *wnt* technological break-through.
- b) Articulate in your words use of AI based system in HR processes of Pharma Company.

Q4) Answer any one (10 marks each)

- a) Illustrate skills required at work place in your language with examples.
- b) Devise advantages of IT break through at work place with example.

Q5) Answer any one (10 marks each)

- a) Criticise in your language, IT intervention at work place in HR processes.
- b) Develop an HR IT platform for school teachers, teaching pedagogy, and how to reduce administrative routine work of teachers.



Total No. of Questions : 5]

SEAT No. :

PA-4472

[Total No. of Pages : 2

[5947]-208

M.B.A. (HRD)

**208 UL : Management of Employee Transformation
(2020 Pattern) (Semester - II)**

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Each question carries 10 marks.*

Q1) Solve any five of the following :

[5 × 2 = 10]

- a) Define Change.
- b) Define Business Process Reengineering.
- c) What is transformational leadership?
- d) Enlist steps in Kurt Lewin change management.
- e) Mention dimensions of culture according to Geert Hofstede.
- f) List the forces of resistance of change in business.
- g) Define organizational culture.
- h) What is merger and acquisition?

Q2) Solve any two of the following :

[2 × 5 = 10]

- a) Discuss the challenges faced by employees working across border and culture.
- b) Explain role of leadership in employee transformation.
- c) Explain the concept cross cultural management.

Q3) Solve any one of the following :

[1 × 10 = 10]

- a) Discuss how cultural change can be brought in an organisation. Explain with example.
- b) Explain the steps involved in implementation of BPR in the organization.

P.T.O.

Q4) Solve any one of the following :

[1 × 10 = 10]

- a) Discuss the role of transformational leaders in downsizing, mergers and acquisitions.
- b) Why do people and organisations resist change? Describe few methods of managing resistance to change.

Q5) Solve any one of the following :

[1 × 10 = 10]

- a) Draw the structure of change management and explain steps involved in change management.
- b) Discuss the role of business process re-engineering in organisational change and critically evaluate it's significance.

Total No. of Questions : 5]

SEAT No. :

PA-4055

[Total No. of Pages : 2

[5947]-209
M.B.A. (HRD)
209 UL: BUSINESS LAW
(2020 Pattern) (Semester - II)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *Answer all questions.*
- 2) *Neat diagrams must be drawn wherever necessary.*
- 3) *Figures to the right indicate full marks.*
- 4) *Assume suitable data, if necessary.*

Q1) Solve any five (Each question carry two marks)

[5×2=10]

- a) Define agreement with an example.
- b) List down the elements of valid contract
- c) What is contract of sale?
- d) Enlist an objectives of FEMA199.
- e) What are the rights of consumer under consumer protection act 1986?
- f) Define company.
- g) Explain in brief LLP.
- h) What is the competition.

Q2) Solve any two (Each question carry five marks)

[2×5=10]

- a) Explain in detail the salient features of the LLP?
- b) What is partner's and designated partner's in LLP with an examples.
- c) Explain in detail condition of indemnity.

P.T.O.

Q3) Solve any one [10]

- a) Define RTI? Explain in detail obtaining information from public authority.

OR

- b) Explain in detail the power and functions of information commission in India.

Q4) Solve any one [10]

- a) Explain briefly competition Act 2002.

OR

- b) Elaborate briefly the consumer dispute and its respective redressal agencies.

Q5) Write Short notes on any two [10]

- a) Whistle blowing
b) Dissolution
c) Disposal of request
d) Anti-competitive agreement.



Total No. of Questions : 5]

SEAT No. :

PA-4056

[Total No. of Pages : 2

[5947]-301

M.B.A. (HRD)

**GC - 301 : STRATEGIC HUMAN RESOURCE MANAGEMENT
(2020 Pattern) (Semester - III)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions carry 10 marks.*
- 2) *Each question has an internal option.*
- 3) *All questions are compulsory.*

Q1) Define the following: (any 5)

[5 × 2 = 10]

- a) Cross culture sensitivity.
- b) Career planning.
- c) Job analysis.
- d) Strategic Human Resource Management.
- e) O-NET.
- f) Succession planning.
- g) Organisational culture.
- h) HR strategy.

Q2) Answer the following: (any 2)

[2 × 5 = 10]

- a) What are the non monetary components of compensation explain in short.
- b) Explain in brief the problems in Job analysis.
- c) What are the objectives of Talent Management explain in brief.

Q3) a) Suppose you are working in a manufacturing company as an HR manager and are looking to hire two accountants for the firm. Prepare a job description for the same. **[10]**

OR

- b) Discuss the strategic human resource planning process.

P.T.O.

- Q4) a)** Define career anchors. Describe in detail three career anchors for a customer relationship officer at ICICI bank having an experience of 5 years. **[10]**

OR

- b) Describe the relationship between business strategy and human resource planning in detail.

- Q5) a)** Why Compensation Management is very important for any organisation? What factors need to be considered for compensation management? **[10]**

OR

- b) Define Human Resource Information system. Elaborate the significance of Human Resource Information system in today's scenario.



Total No. Of Questions : 5]

SEAT No. :

PA-4057

[Total No. Of Pages : 2

[5947]-302

M.B.A. (HRD)

**302 GC: Organisational Development
(2020 Pattern) (Semester - III)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) *All questions are compulsory.*
- 2) *Figures to the right indicate full marks.*

Q1) Solve any Five of the following.

[10]

- a) What is meant by organizational Development.
- b) Give five stages of organisational Development.
- c) Give importance of organisational development in business.
- d) What is contribution of kurt lewin in O.D.
- e) Explain the contribution of McGregor in the field of O.D.
- f) What are assumptions considered in concept of organisational Development.
- g) Explain participation & Empowerment.
- h) What do you mean by planned change.

Q2) Solve any Two of the following.

[2 × 5 = 10]

- a) Explain in detail parallel learning structures.
- b) Write note on : system theory.
- c) Write in brief about evolution of organisational development.

P.T.O.

Q3) Solve any One of the following. [10]

- a) How organization manages change as a part of process of organisational Development.

OR

- b) Write detail note on evaluating and institutionalizing interventions.

Q4) Solve any One of the following. [10]

- a) Write in detail on interpersonal & group process approaches as a part of human process interventions.

OR

- b) Elaborate on different organisational process approaches & its significance as human process interventions.

Q5) Solve any One of the following. [10]

- a) Explain in detail restructuring of organizations.

OR

- b) How to manage work force diversity & wellness.



Total No. Of Questions : 5]

SEAT No. :

PA-4058

[Total No. Of Pages : 2

[5947]-303

M.B.A. (HRD)

**303 GC: Compensation Management
(2020 Pattern) (Semester - III)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) *All questions are compulsory.*
- 2) *Figures to the right indicate full marks.*

Q1) Solve any Five :

[5 × 2 = 10]

- a) Write objectives of compensation management in any organization.
- b) What are various types of wages?
- c) Discuss impact of labour demand and supply on compensation fixation.
- d) Write on various problems of executive compensation role of pay commission.
- e) What is cost to company (CTC).
- f) What are the objectives of National wage policy of India.
- g) Write on Different types of incentive plans for the employees.
- h) Discuss on statutory employee benefits in India.

Q2) Solve any Two :

[2 × 5 = 10]

- a) What do you understand by labour productivity? Explain determinants of labour productivity.
- b) Explain the term Gross salary, Net salary and CTC.
- c) What are the factors to be considered for designing sound wage incentive scheme.
- d) Define wage what are the various theories of wage determination?

P.T.O.

Q3) Solve any One :

[1 × 10 = 10]

- a) Assume that you are a HR manager of a manufacturing company. Using the current National wage policy, Design wage incentive plan for class III employee/worker.

OR

- b) Write on types of employee benefits. What are the various statutory employee benefits available to employees in India.

Q4) Solve any One :

[1 × 10 = 10]

- a) Define the term 'compensation'. Distinguish between monetary and non-monetary compensation.

OR

- b) How does compensation affect the local labour market? What is the relationship between supply and demand of labour?

Q5) Solve any One :

[1 × 10 = 10]

- a) Discuss the bases for traditional pay system and modern pay system. How are pay plans established.

OR

- b) What do you mean by job based pay, skill pay and competency based pay? Explain with suitable example.



Total No. Of Questions : 5]

SEAT No. :

PA-4059

[Total No. Of Pages : 3

[5947]-304

M.B.A. (HRD)

304 GC: Labour Laws - III
(2020 Pattern) (Semester - III)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) *All questions are compulsory.*
- 2) *Each question carries 10 marks.*
- 3) *Each question has internal option.*

Q1) Answer any Five multiple choice questions out of Eight. [5 × 2 = 10]

- a) If any employer or any other person makes payment to an apprentice on the basis of piece work shall be punishable with a fine of _____rupees for every occurrence.
- | | |
|-----------|----------|
| i) 500 | ii) 1000 |
| iii) 2000 | iv) 100 |
- b) In payment of Gratuity Act, 1972, section 9 defines_____
- | |
|-------------------------------------|
| i) Penalties for Offences |
| ii) Application of Gratuity |
| iii) Notice for payment of Gratuity |
| iv) Mode of payment of Gratuity |
- c) In minimum wayes Act 1948, Wages in Kind defined under section ____.
- | | |
|---------|--------|
| i) 11 | ii) 13 |
| iii) 14 | iv) 15 |
- d) Minimum wages payable under minimum wages Act shall be paid in ____.
- | | |
|---------------|-------------------|
| i) Cash | ii) Commodity |
| iii) Property | iv) All the above |

P.T.O.

Q4) Answer any One question.

[1 × 10 = 10]

- a) Explain the power of Central Apprenticeship Adviser.
- b) Explain the provisions relating to illegal strike under Maharashtra Recognition of Trade Union & Prevention of Unfair Labour Practices Act, 1971.

Q5) Answer any One question.

[1 × 10 = 10]

- a) Explain the conditions for gratuity payable under payment of Gratuity Act, 1972.

OR

- b) What is meant by 'apprentice' & also state the qualification for being engaged as an apprentice under Apprentices Act, 1961.



Total No. of Questions : 5]

SEAT No. :

PA-4060

[Total No. of Pages : 2

[5947]-306

M.B.A. (HRD)

306 UL : REWARDS & RECOGNITIONS

(2020 Pattern) (Semester - III)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulosry.*
- 2) *Figures to the right indicate full marks.*

Q1) Answer any 5: (2 marks each)

[5 × 2 = 10]

- a) Explain Employee Recognition.
- b) Identify extrinsic rewards.
- c) Define Reward Mgmt.
- d) State factors affecting levels of pay.
- e) Identify elements of reward system.
- f) State legal issues in reward system.
- g) Define employee motivation.
- h) Explain team pay term.

Q2) Answer any 2 : (5 marks each)

[2 × 5 = 10]

- a) Explain role of HR managers in Reward Management.
- b) Summarize in your language role of Union in reward Mgmt.
- c) Compare between : individual & team pay.

Q3) Answer any 1: (10 marks each)

[1 × 10 = 10]

- a) Sketch reward management system for directors & senior executive of ITES company.
- b) Compile Issues in reward system in India.

P.T.O.

Q4) Answer any 1: (10 marks each)

[1 × 10 = 10]

- a) Categories elements of reward system & factors affecting reward system.
- b) Classify : Reward Management Scheme as per special group categories.

Q5) Answer any 1: (10 marks each)

[1 × 10 = 10]

- a) Justify "Reward system is not related to employee satisfaction".
- b) Write on natural wage policy.



munotes.in

Total No. of Questions : 5]

SEAT No. :

PA-4061

[Total No. Of Pages : 2

[5947]-307

M.B.A. (HRD)

**307 UL: Instruments in HRD
(2020 Pattern) (Semester - III)**

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) All questions are compulsory.
- 2) All questions carry 10 marks.

Q1) Attempt any Five questions from following.

[5 × 2 = 10]

- a) What is succession planning.
- b) Expand FIRO.
- c) Explain concept of organisational culture.
- d) Explain the term executive development.
- e) What do you understand by organisational psychology?
- f) Define MBO
- g) Explain the term Human Resource Planning.
- h) What is MAO-C?

Q2) Attempt any Two questions from following.

[2 × 5 = 10]

- a) Explain modern techniques of performance appraisal.
- b) Explain process of succession planning.
- c) Explain in detail the kirkpatrick model of training evaluation?

P.T.O.

Q3) a) What is HRD? How does HRD affects organisational effectiveness.[10]

OR

b) What is 16 PF? What are the primary factor of 16 PF?

Q4) a) Explain the process of training need identification. [10]

OR

b) Explain the benefits of training to employees, organisation and customers?

Q5) a) What do you mean by MBTI? Explain 4 MBTI types. [10]

OR

b) Governmental organisation have been using CR (confidential report) as a method of appraisal, identify major limitations of this appraisal system.



Total No. of Questions : 5]

SEAT No. :

PA-4062

[Total No. of Pages : 2

[5947]-308

M.B.A. (HRD)

**308 UL : BEST PRACTICES IN HR
(2020 Pattern) (Semester - III)**

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All questions are compulsory.*
- 2) Figures to the right indicate full marks.*

Q1) Solve any Five:

[2 × 5 = 10]

- a) Define HR Accounting. [2]
- b) What is HR audit. [2]
- c) Explain balanced scorecard parameters. [2]
- d) Define knowledge management. [2]
- e) Explain the role of HR auditor. [2]
- f) What are various costs in HR Accounting. [2]
- g) What are the pre requisites of HR audit. [2]
- h) Define scope of HRA. [2]

Q2) Solve any two:

[2 × 5 = 10]

- a) What are the types of human resource accounting? [5]
- b) What are the benefits of balance scorecard? [5]
- c) How do you organise knowledge management? [5]

P.T.O.

Q3) Solve any one:

- a) Explain four perspectives of balanced scorecard. State the advantages and disadvantage of balanced scorecard. **[10]**

OR

- b) What are the objectives, advantage & problems of HR accounting. **[10]**

Q4) Solve any one:

- a) As a HR manager, which HR best practices will you implement in your organisation. **[10]**

OR

- b) How to create a balanced scorecard? What is the importance of balanced scorecard? **[10]**

Q5) Solve any one:

- a) How can we achieve sustainable development in any organisation using HR best practices. **[10]**

OR

- b) Explain the types of knowledge management? What are the challenges and benefits of KM. **[10]**



Total No. of Questions : 5]

SEAT No. :

PA-4063

[Total No. of Pages : 2

[5947]-401

M.B.A. (HRD)

401 GC : COMPETENCY MAPPING & CAREER DEVELOPMENT

(2020 Pattern) (Semester - IV)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Each question has an internal option.*
- 3) *Each question carrier 10 marks.*

Q1) Define the following terms any five

[5×2=10]

- a) Knowledge.
- b) Skill.
- c) Attitude.
- d) Traits.
- e) Career.
- f) Performance.
- g) Competency mapping.
- h) Career development.

Q2) Short notes (any two)

[2×5=10]

- a) Delphi Technique.
- b) Iceberg Competency model.
- c) 360° Feedback Method.

P.T.O.

Q3) Answer any one question [10]

- a) What is competency model? What are the steps involved in developing the model.
- b) What is differentiating competencies & threshold competencies? Give example.

Q4) Answer any one question [10]

- a) Explain the various initiatives taken by employer to enhance career.
- b) Explain the reasons behind the confusion regarding competency in detail.

Q5) Answer any one question [10]

- a) Critically evaluate the importance of career planning & career development with suitable examples.
- b) Elaborate different categories of competencies based on their nature, importance & relevance



Total No. of Questions : 5]

SEAT No. :

PA-4064

[5947]- 402

[Total No. of Pages : 2

M.B.A - II (HRD)

402 GC : PR & CORPORATE COMMUNICATION

(2020 Pattern) (Semester - IV)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) Figures to the right indicate maximum marks.*
- 2) All questions are compulsory.*

Q1) Attempt Any Five

[10]

- a) What is the objective of Public relations?
- b) What does corporate advertising concentrate on?
- c) Which form of communication is most effective in changing pre-dispositions toward an issue?
- d) Which communication media should be used for reaching multiple at the same time?
- e) How and when is video conferencing used?
- f) What is the first step in planning a publicity campaign?
- g) Define corporate identity.
- h) What is a 'house journal'?

Q2) Attempt Any Two

[10]

- a) Write a short note on 'corporate Image'.
- b) What are the important elements to be considered when preparing a PR budget?
- c) What is the role of a PR officer?

P.T.O.

Q3) a) Discuss the important points to be considered while designing PR campaigns. **[10]**

OR

b) What is E-PR? What are the various tools used in E- PR?

Q4) a) How is psychology of a consumer connected to the concept of PR?[10]

OR

b) Corporate reputation is a combination of ‘corporate Image’ and ‘corporate Identity’

Q5) a) Discuss the role of the PR department in organizational crisis. **[10]**

OR

b) What are the features of a successful Newsletter? What are the benefits, to an organisation, of publishing a newsletter?



Total No. of Questions : 5]

SEAT No. :

PA-4065

[5947]- 403

[Total No. of Pages : 2

M.B.A. -II (HRD)

**403GC : LABOUR LAWS- IV
(2020 Pattern) (Semester - IV)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All questions carry equal marks.*
- 2) All questions have internal options.*

Q1) Answer any 5 out of 8 (2 marks each)

- a) Define accounting year as per Bonus act.
- b) Define Trade Union as per Trade Union act.
- c) What is Immunity from Tortious act under Trade Union act.
- d) Define Human Rights.
- e) Define private & public key as per IT act.
- f) Computation of number of working days in Bonus act.
- g) State the extent & commencement of Human Rights Act.
- h) Define Digital signature as per IT act.

Q2) Answer any 2 out of 3 (5 marks each).

- a) Write short note on Disqualification of Bonus.
- b) Write short note on Human Rights courts.
- c) Write short note on effect of registration of the Trade Union.

P.T.O.

Q3) a) Explain the principle of 'set- on' & 'set- off' of allocable surplus under the payment of Bonus Act, 1965.

OR

b) What are the permissible deductions made from Gross profits under section 6 of the Bonus Act, 1956, to arrive at available surplus? State the Eligibility to Bonus under section 8 of the act.

Q4) a) Explain the objects on which general funds of a registered Trade Union shall be spent. Under Trade Union Act, 1926

OR

b) Is Amalgamation of two or more trade unions possible? Justify your answer with regards to section 24, 25 & 26 of the Trade Union Act, 1926.

Q5) a) Mr. A creates & publishes electronic signature certificate for a fraudulent & unlawful purpose. Explain the provisions related to suspension & Revocation under IT act.

OR

b) Explain the functions of controller as per IT act.



Total No. of Questions : 5]

SEAT No. :

PA-4066

[5947]- 404

[Total No. of Pages : 2

M.B.A. - II (HRD)

404 GC : CASES IN HR

(2020 Pattern) (Semester - IV)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *Attempt all questions.*
- 2) *Answer in legible handwriting.*

Q1) Answer any 5 (each of 2 marks)

[5×2=10]

- a) Define Training
- b) Explain Transfer.
- c) Describe performance Appraisal
- d) Quote statutory welfare facilities.
- e) Define 'Retirement'.
- f) Describe term 'Closure'
- g) Explain selection
- h) Define 'Wage Agreement

Q2) Answer any 2 (each of 5 marks)

[2×5=10]

- a) Describe methods of performance appraisal suitable for employees of production department of an Automotive company.
- b) Summarise various unfair labour practises caused by employees.
- c) Classify various employee separation with an example.

P.T.O.

Q3) Answer any 1 (each of 10 marks)

[10]

- a) As an HR manager. Your opinion about reward based performance management.
- b) Classify: Traditional and modern methods of performance appraisal for IT company.

Q4) Answer any 1(each of 10 marks)

[10]

- a) Analyse: As an HR manager, you observed PF & gratuity are not provided to employees what measure you will take to initiate this in your company.
- b) Illustrate the complete process of 'competence based performance management' & Put forth your views as an HR manager on it.

Q5) Answer any 1 (each of 10 marks)

[10]

- a) Solve: As an HR manager suggest suitable grievance settlement measure to solve conflict between mgmt & workers caused due to disagreement on wage agreement.
- b) Justify "Welfare provisions are right of every employee under labour law". With suitable provisions maintained under acts.



Total No. of Questions : 5]

SEAT No. :

PA-4067

[5947]- 405

[Total No. of Pages : 2

M.B.A. - II(HRD)

405 UL : INTERNATIONAL HR

(2020 Pattern) (Semester - IV)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Each question having 10 marks.*
- 3) *Each question has internal option.*

Q1) Solve any five

[5×2=10]

- a) Define Globalisation
- b) Explain the concept of outsourcing.
- c) Explain Repatriation
- d) Define the term compensation
- e) What is Global Talent Search
- f) What is cultural Shock.
- g) Define the term PCN
- h) Explain the term Expatriate

Q2) Solve any two

[2×5=10]

- a) International HRM is different from Domestic HRM in various dimensions. Explain.
- b) Explain the recent trends in international staffing.
- c) Explain the various sources of International Recruitment.

P.T.O.

Q3) Solve any one **[10]**

- a) Explain International HRM. Distinguish between Domestic and International HRM.
- b) Explain how HR outsourcing is a challenging decision and what strategies can be formulated to tackle the problems occurred during HR outsourcing

Q4) Solve any one **[10]**

- a) Explain how organisations are managing Global and diverse work force.
- b) Explain the major objectives of compensation and issues related to International compensation.

Q5) Solve any one **[10]**

- a) Discuss in detail about performance Appraisal of International employees.
- b) Explain the functions of Trade Union & Discuss the impact of Globalisation on it.



Total No. of Questions : 5]

SEAT No. :

PA-4068

[5947]- 406

[Total No. of Pages : 2

M.B.A. -II (HRD)

406 UL : COLLECTIVE BARGAINING

(2020 Pattern) (Semester - IV)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *All questions carry equal marks.*

Q1) Solve any five

[5×2=10]

- a) What is Negotiation. [2]
- b) Define collective Bargaining. [2]
- c) What are the theories of collective Bargaining. [2]
- d) What is conciliation machinery. [2]
- e) What are the pre-requisites for successful collective Bargaining. [2]
- f) How collective Bargaining is beneficial to employers and employees.[2]
- g) Define Bargaining unit. [2]
- h) Explain the role of negotiator in collective Bargaining. [2]

Q2) Solve any two

[2×5=10]

- a) Discuss the techniques of collective bargaining. [5]
- b) Explain in detail the Administration of collective bargaining. [5]
- c) What information should be shared with workers representatives for negotiations and collective bargaining? [5]
- d) Explain how to improve negotiation in industrial disputes. [5]

P.T.O.

Q3) Solve any one [10]

- a) “Negotiations are about changing the status -quo. Which contributes significantly to business success”. If unions have negotiated unreasonable agreements, what responsibility does management or the administration bear for agreeing to these terms? Why do you think they do agree? [10]

OR

- b) Explain in detail the Negotiation process. What are the essentials for effective Negotiation. [10]

Q4) Solve any one [10]

- a) Can you provide guidance on setting up a protocol for relations between management and workers more specifically the elements and mechanisms required for a mature system of industrial relation? [10]

OR

- b) Do companies have the responsibility to promote collective bargaining? Is it enough for the company to engage in collective bargaining when the workers agree for it. [10]

Q5) Solve any one [10]

- a) Why it is important for parties in the employer and employee relationship to negotiate an agreement as part of the process of collective bargaining? How can companies uphold the right to collective bargaining? [10]

OR

- b) “Persuasion is an essential element of effective negotiation”. If you are advising union and management representatives about how to negotiate an agreement. What would you tell them? [10]

