

Total No. of Questions : 5]

SEAT No. :

PD-1646

[Total No. of Pages : 2

[6431]-1

F.Y. M.B.A (Human Resource Development)

101GC : PRINCIPLE AND PRACTICE OF MANAGEMENT

(Revised 2020) (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 5 out of 8 questions :

[2each]

- a) Who introduced the concept of "Management by Objectives" (MBO)?
- b) What are the levels of management in an organization?
- c) Explain the significance of decision-making in the management process.
- d) List out any four decision making biases/errors.
- e) Define the concept of controlling.
- f) What is a functional organizational structure?
- g) Define staffing.
- h) What is the role of planning in ensuring effective organizational performance?

Q2) Answer 2 out of 3 questions:

[5 each]

- a) Discuss the role of managing innovation in organizations and how it contributes to competitive advantage.
- b) Explain the concept of MBO (Management by Objectives) and its importance in goal setting.
- c) Compare and contrast line and staff authority in organizational structures.

P.T.O.

Q3) Answer 1 out of 2 questions :

[10each]

- a) Why is F.W. Taylor regarded as father of scientific management?
- b) Discuss the role of controlling in the management process explaining the techniques used in effective control.

Q4) Answer 1 out of 2 questions :

[10 each]

- a) Discuss decision making under certainty, risk and uncertainty with suitable examples?
- b) Discuss the role of leadership and motivation in enhancing employee performance and productivity.

Q5) Answer 1 out of 2 questions :

[10 each]

- a) "Decentralization allows larger span of control". Discuss in detail.
- b) Explain how staffing contributes to the overall effectiveness of an organization including the key steps and challenges involved.



Total No. of Questions : 5]

SEAT No. :

PD-1647

[Total No. of Pages : 2

[6431]-2

M.B.A (Human Resource Development)

102 : GC - 02 : ORGANIZATIONAL BEHAVIOUR

(Revised 2020) (Semester - I)

Time : 2 ½Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Solve any five questions (2 Marks Each) :

[10]

- a) Identify Two Limitations of Organizational Behavior.
- b) Components of attitude.
- c) Definition and importance of personality.
- d) Meaning of Conflict.
- e) Styles of Leadership.
- f) Definition of Organizational Culture.
- g) Types of Organizational Change.

Q2) Solve any 2 out of the 3 questions (5 Marks Each)

[10]

- a) Discuss Different Models of Organizational Behavior and Their Applications.
- b) Examine the Components of Attitude and Their Influence on Workplace Behavior.
- c) Discuss the Importance of Team Building in Enhancing Team Effectiveness.

P.T.O.

Q3) Answer any One of the following (10 Marks Each) [10]

- a) Examine the Relationship between Organizational Behaviour and Individual Performance in the Workplace.
- b) Discuss the Content Theories of Motivation and their Application in Organizational settings.

Q4) Answer any One of the following (10 Marks Each) [10]

- a) Critically Evaluate Different Styles of Leadership and their Effectiveness in Various Organizational Contexts.
- b) Critically Evaluate the Role of Organizational Culture in Shaping Organizational Effectiveness.

Q5) Answer any One of the following (10 Marks Each) [10]

- a) Critically Evaluate Approaches to Managing Organizational Change and their Effectiveness in Contemporary Business Environments.
- b) Critically Evaluate the Role of Personality in Organizational Performance.



Total No. of Questions : 5]

SEAT No. :

PD1648

[Total No. of Pages : 1

[6431]-3

First Year M.B.A. (HRD)

103-GC: ECONOMICS FOR HUMAN RESOURCE MANAGEMENT

(Revised 2020 Pattern) (Semester - I)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) a) Explain the concept of market supply of labour and discuss the key factors that influence the supply of labour in a given economy.

OR

b) Analyze the impact of labour protection lawson the individual supply of labour. How do these legislations affect worker motivation.

Q2) a) Explain the various factors that influence wage setting in an organization.

OR

b) How do supply and demand, labour unions, and government interventions shape wage levels in different industries?

Q3) a) Discuss the importance of incentive compatibility in wage contract design. What factors should be considered to ensure that wage contracts motivate employees to perform at their best, while also maintaining fairness.

OR

b) Explain the different types of variable pay structures used by organizations. How do this system impact employee behavior, motivation, and overall productivity?

Q4) a) Analyze the importance of retaining critical workers in highly competitive industries. And what strategies companies use to retention key talents?

OR

b) Discuss how changes in labour mobility after 1991 have transformed the Indian workforce.

Q5) a) Discuss the usefulness of anti-discrimination laws in promoting workplace equality.

OR

b) Analyze the long-term economic and social impacts of discrimination in the labour market.



Total No. of Questions : 5]

SEAT No. :

PD-1649

[Total No. of Pages : 2

[6431]-4

M.B.A - (HRD)

104 - GC : HUMAN RESOURCE MANAGEMENT

(Revised 2020) (Semester - I)

Time : 2 ½Hours]

[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 placement.
- b) Write the meaning of Job Description
- c) Meaning of Retrenchment.
- d) Define the term 'Trade union'.
- e) What is conciliation.
- f) Define Human Resource Management.
- g) What do you mean by performance Appraisal.
- h) Define the term Gratuity.

Q2) Answer any 2 out of 3 questions (5 Marks Each)

[10]

- a) Explain the meaning of promotion and Transfer in brief.
- b) What do you understand by "Performance Management", explain 360 degree performance appraisal method.
- c) Explain Harvard Model and Guest model of HRM.

P.T.O.

Q3) Answer a or b question from below :

[10]

- a) Differentiate between Human Resource Management and Personnel Management.

OR

- b) Explain different methods of training.

Q4) Answer a or b question from below :

[10]

- a) What is importance of Human Resource planning and brief the factors affecting HRP.

OR

- b) Write in brief about employee safety and explain need and types of safety and health programs provisions in India.

Q5) Answer a or b question from below :

[10]

- a) What is career planning? Is the concept of career planning and succession planning realistic in today's dynamic environment?

OR

- b) Explain the need and planning of Recruitment. What are the different sources of Recruitment?



Total No. of Questions : 5]

SEAT No. :

PD-1650

[Total No. of Pages : 2

[6431]-5

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

105 - GC : LABOUR LAWS - I

(Rev. 2020 Pattern) (Semester - I)

Time : 2 ½Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Answer the following (Any 5 out of 8)

[10]

- a) Define factory as per factories act 1948.
- b) Need of Labour legislation.
- c) Wages as per Payment of wages Act 1936.
- d) Short title & extent of application of Bombay shops and establishment act 1948.
- e) Any 2 objectives of factories act 1948.
- f) "Shops" as per Bombay shops & establishment act 1948.
- g) Role of ILO (any 2).
- h) Objectives of payment of wages Act 1936.

Q2) Write short Notes on (Any 2 out of 3)

[10]

- a) Time of payment of wages as per payment of wages act 1936.
- b) Manufacturing process & Hazardous process in factories act 1948.
- c) Posting of standing order.

P.T.O.

- Q3)** a) Explain in Brief provision of welfare officer and welfare Measures as per factories act 1948.
- b) Explain in brief the Matters covered under standing order as per Industrial employment standing order act 1946. **[10]**
- Q4)** a) Explain in the procedure of registration of establishment as per Bombay Shops & establishment act 1948.
- b) "Industrial Labour Legislation play key Role in Indian Industrial Relations" Elaborate the statement. **[10]**
- Q5)** a) Explain the process of certification of standing order under Industrial Employment (standing order) Act 1946.
- b) Explain in Detail deductions from wages as per payment of wages act 1936. **[10]**



Total No. of Questions : 5]

SEAT No. :

PD-1651

[Total No. of Pages : 4

[6431]-6

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

106 - GC : RESEARCH METHODOLOGY

(Rev. 2020) (Semester - I)

Time : 2 ½Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *Each question has an internal option.*
- 3) *Graph Paper will not be provided.*

Q1) Solve any 5 out of 8 :

- a) Define the word 'Research'. [2]
- b) Point out the importance of 'Scaling'. [2]
- c) What is meant by 'Cross Tabulation'? [2]
- d) Name different Characteristics of a Good Sample. [2]
- e) Define the word 'Hypothesis'. [2]
- f) What do you mean by 'Non-Structured; Non-Disguised Questionnaire'? [2]
- g) Describe in brief the concept of 'Correlation'. [2]
- h) Define the word 'Measurement'. [2]

Q2) Solve any 2 out of 3 :

- a) Discriminate between Quantitative Research and Qualitative Research. [5]
- b) Describe different difficulties encountered while Measurement of Data. [5]
- c) Explain in brief different Criteria of an Ideal Scale. [5]

P.T.O.

Q3) a) Distinguish between Management Question and Research Question with appropriate examples. **[10]**

OR

b) Differentiate between Investigative Question and Research Question with suitable illustrations.

Q4) a) Represent the following Data through Bar Diagram. **[10]**

	Year	Production (In Tonnes)
i)	2014	75
ii)	2015	60
iii)	2016	65
iv)	2017	70
v)	2018	60
vi)	2019	80
vii)	2020	70
viii)	2021	55
ix)	2022	40
x)	2023	65

OR

b) Draw a Pie Chart for the following Data of Production in Quintals for different countries. **[10]**

	Country	Production
i)	Australia	60
ii)	India	55
iii)	Japan	75
iv)	Cuba	70
v)	Egypt	65
vi)	England	80
vii)	U.S.A	70
viii)	China	55
ix)	Netherlands	40
x)	Singapore	60

Q5) a) The number of employees (230) in an Organization according to age and gender is as follows. **[10]**

- i) The total no. of Gents and Lady employees between the age group of 20 to 25 is 40 and they are divided equally.
- ii) The total no. of Gents and Lady employees between the age group of 26 to 30 is 49 and their no. is 25 and 24 respectively.
- iii) The total no. of Gents and Lady employees between the age group of 31 to 35 is 44 and their no. is 20 and 22 respectively.
- iv) The total no. of Gents and Lady employees between the age group of 36 to 40 is 31 and their no. is 16 and 15 respectively.
- v) The total no. of Gents and Lady employees between the age group of 41 to 45 is 31 and their no. is 15 and 16 respectively.
- vi) The total no. of Gents and Lady employees between the age group of 46 to 50 is 19 and their no. is 10 and 09 respectively.
- vii) The total no. of Gents and Lady employees between the age group of 51 to 55 is 10 and their no. is 04 and 06 respectively.
- viii) The total no. of Gents and Lady employees between the age group of 56 to 60 is 04 and their no. is equal.
- ix) The total no. of Gents and Lady employees between the age group of 61 to 65 is 02 and their no. is one each.

Prepare a Two-way Table on the basis of above Data.

OR

- b) The responses for ten Brands have been classified in four categories such as 'Highly Satisfied;' 'Satisfied;' 'Neutral;' and 'Highly Dissatisfied.'
- i) For Brand 'A'; there are 5 'Highly Satisfied'; 1 'Highly Dissatisfied'; 2 'Neutral' and 'Satisfied' Customers each.
- ii) For Brand 'B'; there are 2 'Highly Satisfied'; 4 'Highly Dissatisfied'; 2 'Neutral' and 'Satisfied' Customers each.
- iii) For Brand 'C'; there are 4 'Highly Satisfied'; 2 'Highly Dissatisfied'; 2 'Neutral' and 'Satisfied' Customers each.

- iv) For Brand 'D'; there are 5 'Highly Satisfied'; 1 'Highly Dissatisfied'; 2 'Neutral' and 'Satisfied' Customers each.
- v) For Brand 'E'; there are 2 'Highly Satisfied'; 3 'Highly Dissatisfied'; 1 'Neutral' and 4 'Satisfied' Customers.
- vi) For Brand 'F'; there are 4 'Highly Satisfied'; 1 'Highly Dissatisfied'; 3 'Neutral' and 2 'Satisfied' Customers.
- vii) For Brand 'G'; there are 4 'Highly Satisfied'; 1 'Highly Dissatisfied'; 3 'Neutral' and 2 'Satisfied' Customers.
- viii) For Brand 'H' there are 1 'Highly Satisfied'; 4 'Highly Dissatisfied'; 2 'Neutral' and 3 'Satisfied' Customers.
- ix) For Brand 'I'; there are 4 'Highly Satisfied'; 2 'Highly Dissatisfied'; 3 'Neutral' and 1 'Satisfied' Customers.
- x) For Brand 'J'; there are 5 'Highly Satisfied'; 1 'Highly Dissatisfied' and 2 'Neutral' and 'Satisfied' Customers each.

Prepare the table for Cross Tabulation on the basis of above Data.



Total No. of Questions : 5]

SEAT No. :

PD-1652

[Total No. of Pages : 2

[6431]-7

F.Y. M.B.A. (H.R.D)

107 UL : PERSONNEL ADMINISTRATION SYSTEM

(Revised 2020) (Semester - I)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) All questions are compulsory.
- 2) Each question has an internal option.
- 3) Each question carries 10 marks.
- 4) Your answer should be specific and to the point.

Q1) Answer any five out of eight questions :

[10]

- a) What is the purpose of the personnel policy?
- b) Bring out the importance of time office.
- c) How important is leave management?
- d) What is the purpose of statutory registers?
- e) Highlight the important points of appointment letter.
- f) What is difference between promotion and transfer?
- g) How to calculate TDS?
- h) Why is a warning letter important?

Q2) Answer any Two :

[2 × 5 = 10]

- a) What is the difference between appointment letter and contract letter?
- b) What is transfer and types of transfer?
- c) What are the factors to consider when designing a pay structure?

Q3) a) Draft a chargesheet of enquiry against an employee who was caught in theft case. [10]

OR

- b) Explain the procedure of domestic enquiry with an relevant examples.[10]

P.T.O.

Q4) a) Draft job description for marketing manager product marketing. [10]

OR

b) Write short note on Job enlargement and job enrichment. [10]

Q5) a) How do you draft a legal memo? [10]

OR

b) Draft a show cause notice against a worker for his misconduct related to 'Neglecting supervisors instructions? [10]



Total No. of Questions : 5]

SEAT No. :

PD-1653

[Total No. of Pages : 2

[6431]-8
M.B.A. (H.R.D.)
108 UL : ENTREPRENEURSHIP & NEW VENTURE
PLANNING
(Revised 2020) (Semester - I)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) All the 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]

- a) Entrepreneurship Development program is helpful for _____
- b) MSMED stands for _____
- c) Meaning and concept of Entreprise.
- d) Examine the role of EDII in Entrepreneurship Development.
- e) Women Entrepreneurs.
- f) Social Entrepreneurs.
- g) Type of Startups.
- h) Define Networking in Business.

Q2) Answer any Two of the following :

[10]

- a) Examine the role of SISI in Entrepreneurship development.
- b) Give in brief Entrepreneurship process.
- c) Opportunities and challenges of international Entrepreneurship.

Q3) Answer any One of the following :

[10]

- a) Explain in detail criteria for evaluating new- venture proposals?
- b) How a Frenchise works? Explain in detail Frenchising Law.

P.T.O.

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

- a) Discuss in detail the role of DIC in promotion of small scale industries.
- b) What is the role of support organisations in the development of small enterprise in India?

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

- a) Give in detail requirement for formation of a Private/Public Limited Company.
- b) Explain the importance of patents, Trademarks and copyrights for startups.



Total No. of Questions : 5]

SEAT No. :

PD-1654

[Total No. of Pages : 2

[6431]-9

F.Y. M.B.A. (H.R.D.)

109 UL : ACCOUNTING FOR HR

(Revised 2020) (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) Answer any 5 out of 8 (2 marks each) :

[10]

- a) What is the accounting equation?
- b) Define marginal costing.
- c) What are the various sources of finance.
- d) Define capital.
- e) Define ledger.
- f) Define balance sheet.
- g) Define fixed assets.
- h) Define income statement.

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

[10]

- a) Distinguish between financial accounting and cost accounting.
- b) Explain in detail how accounting ratios assist in the process of decision making in an organisation.
- c) What are accounting ratios? State the objectives & advantages of ratio analysis.

Q3) Answer any 1 out of 2 :

[10]

- a) Define cost sheet. Explain in detail the various elements of cost sheet in detail.
- b) What do you mean by methods of costing? Explain the different methods of costing in detail.

P.T.O.

Q4) Answer any 1 out of 2 :

[10]

- a) What is marginal costing. Mention the steps in ascertaining profit under marginal costing.
- b) Discuss the advantages and limitations of marginal costing as a tool for managerial decision making.

Q5) Answer any 1 out of 2 :

[10]

- a) What do you understand by budgeting? Mention the types of budget in detail.
- b) Describe the key components of a master budget and the interrelationship between various budgets such as the sales budget production budget and cash budget.



Total No. of Questions : 5]

SEAT No. :

PD-1655

[Total No. of Pages : 2

[6431]-11

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

201 GC : LABOUR WELFARE

(2020 Revised Pattern) (Semester - II)

Time : 2 ½Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *Attempt all the questions.*
- 2) *All Questions carry equal marks.*
- 3) *Figures to the right indicate full marks.*

Q1) Attempt any five :

[10]

- a) Define the term 'Child Labour'.
- b) What is labour welfare?
- c) Define Trade Unions.
- d) Mention any four Non-statutory welfare Agencies.
- e) List out any four Functions of Labour welfare officers India.
- f) What are the objectives of Labour Welfare.
- g) Article 24 of constitution stand for _____
 - i) Protection to Bonded labour
 - ii) Protection to child labour
 - iii) Protection to women worker
 - iv) None of the above
- h) _____ depends on the implementation of welfare provisions by the government.
 - i) Non-statutory welfare
 - ii) Statutory welfare
 - iii) Intro-Mural welfare
 - iv) None of the above

P.T.O.

Q2) Answer any two of the following **[10]**

- a) Elaborate the scope and need for labour welfare.
- b) Define the importance of the Occupational Health and Hygiene.
- c) Write short notes on Welfare provisions under the Factories Act, 1948.

Q3) a) As a Head, Human Resource Department what are the remedial Measures for the Problems of India labour. **[10]**

OR

- b) Discuss the measures taken by the government towards the workers education towards their awareness of welfare. **[10]**

Q4) a) Explain in detail Role, Qualifications & Functions of labour Welfare Officer. **[10]**

OR

- b) Explain the role of state government in promoting labour welfare in India. **[10]**

Q5) a) Explain the Labour Laws of the Elimination of Child Labour. **[10]**

OR

- b) Explain the recommendation of National commission on labour. **[10]**



Total No. of Questions : 5]

SEAT No. :

PD-1656

[Total No. of Pages : 2

[6431]-12

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

202 GC : INDUSTRIAL ORGANIZATIONAL
PSYCHOLOGY

(Rev. 2020) (Semester - II)

Time : 2 ½Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) Attempt all the questions.
- 2) Figures to the right indicate full marks.

Q1) Attempt any five of the following :

[2 marks each]

- a) What does performance mean at the individual and group levels?
- b) What is employee performance psychology?
- c) What is group performance in psychology?
- d) How does gender affect work performance?
- e) What are the uses of psychological test?
- f) What are the 3 major fields of industrial/ organizational psychology?
- g) What is the purpose of I-O psychology?
- h) How can psychology be used in the workplace?

Q2) Answer any two of the following :

[5 marks each]

- a) What are the main topics in I-O psychology?
- b) What are the 3 major concentrations of I-O psychology?
- c) What are the six areas of I-O psychology?

P.T.O.

Q3) What are the challenges facing industrial psychology today? [10Marks each]

OR

What are the five roles of industrial psychology?

Q4) What are the goals of I-O psychology? [10Marks each]

OR

What are the 3 major fields of industrial/organizational psychology? Give relevant examples.

Q5) What are the basic concepts of industrial psychology? [10 Marks each]

OR

How does I/O psychology contribute to society?



Total No. of Questions : 5]

SEAT No. :

PD1657

[Total No. of Pages : 2

[6431]-13

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

203-GC: INDUSTRIAL RELATIONS

(2020 Revised Pattern) (Semester - II)

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 Industrial Relation?
- b) Define trade union as per Industrial Disputes Act.
- c) Define the term 'Grievance'.
- d) Give 2 causes of Industrial Disputes.
- e) List any two characteristics of Collective Bargaining.
- f) State four functions of trade union.
- g) Write benefits of workers participation.
- h) What is collective bargaining.

Q2) Solve any two out of three.

[10]

- a) Explain the objective of trade union.
- b) Define labour laws and state its importance.
- c) Discuss the components and objectives of industry Relations.

Q3) Solve any one

[10]

- a) Explain the procedure of dissolution of trade union.

OR

- b) Discuss the various approaches of Industry Relations.

P.T.O.

Q4) Solve any one

[10]

- a) Explain Grievance handling process in detail.
- b) Discuss Machinery for settlement of Industrial Dispute under industrial disputes Act.

Q5) Solve any one

[10]

- a) What do you mean by Grievance? Explain the Steps in Grievance handling procedure.
- b) Explain the new role of trade union in the context of globalization.



Total No. of Questions : 5]

SEAT No. :

PD-1658

[Total No. of Pages : 2

[6431]-14

F.Y. M.B.A

HUMAN RESOURCE DEVELOPMENT

204 - GC : Training and Development

(Revised 2020) (Semester - II)

Time : 2 ½Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *Attempt all the questions.*
- 2) *All Questions carry equal marks.*
- 3) *Figures to the right indicate full marks.*

Q1) Define the following terms (any FIVE)

[10]

- a) Peer Learning
- b) Career Path
- c) Off-the -Job Training
- d) Blended Learning
- e) Learning management System
- f) CBT
- g) ROI
- h) Mentoring

Q2) Answer any two of the following

[10]

- a) Discuss the fundamental need for training in modern organizations, highlighting its significance in enhancing employee skills.
- b) "What role does training and development play in shaping the capabilities and performance of employees within an organization"? Explain.
- c) What are the different types of training methods commonly used in organizations, and how do they contribute to employee skill development and performance improvement?

P.T.O.

Q3) a) "How do organizations typically conduct needs assessment for training purpose, and what are the key steps involved in this process to ensure effective identification of learning gaps and training priorities"? [10]

OR

b) "What are the key objectives and benefits of Management Development Programs (MDPs) for organizations, and how do these programs contribute to strategic decision-making among managers"? [10]

Q4) a) "Explain how can organizations measure and evaluate the Return on Investment (ROI) of their training initiatives, and what factors should be considered to determine the effectiveness and value generated by training programs?" [10]

OR

b) "What are the essential steps and considerations in designing an effective training program that aligns with organizational goals and addresses the specific learning needs of employees"? [10]

Q5) a) Discuss "How does the integration of technology enhance the effectiveness of training programs, and what are some key technologies that organizations can leverage to create engaging and interactive learning experiences for employees"? [10]

OR

b) "How does the CIRO model (Context, Input, Reaction, Outcome) contribute to evaluating training programs. Explain. [10]



Total No. of Questions : 5]

SEAT No. :

PD-1659

[Total No. of Pages : 2

[6431]-15

F.Y. M.B.A. (Human Resource Development)

205 GC: Labour Laws-II

(Rev. 2020) (Semester - II)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) *All questions are compulsory.*
- 2) *Attempt all the questions.*
- 3) *Use necessary diagrams whenever necessary.*

Q1) Solve any five:

[5×2=10]

- a) Explain the concept of 'Power to Exempt Establishments' under the Employees' Provident Fund Act.
- b) What is the definition of 'Miscarriage' under the Maternity Benefit Act, 1961?
- c) Mention any two penalties imposed under the ESI Act for false statements or representation.
- d) Define the term 'Award' under the Industrial Disputes Act, 1947.
- e) What is nursing break?
- f) State any two key objectives of the Industrial Disputes Act, 1947.
- g) Mention the two powers of inspectors under the Employees' Provident Fund Act.
- h) What the acronym for "UAN" in Provident Fund stands for?

Q2) Solve any two:

[2×5=10]

- a) Summarize the key provisions related to 'Retrenchment Compensation' under the Industrial Disputes Act.
- b) Explain the concept of 'Contribution' and its importance under the Employees' Provident Fund Act.
- c) Discuss the penalties for non-compliance with the Maternity Benefit Act, 1961.

P.T.O.

Q3) Solve any one:

[1 × 10 =10]

- a) Discuss the objectives, scope, applicability of Maternity Benefit. Highlight the significance of the 'Medical Bonus' and leave for miscarriage under the Maternity Benefit Act, 1961.
- b) Explain the various modes of recovery of dues under the Employees' Provident Fund Act.

Q4) Solve any one:

[1 × 10 =10]

- a) Define the term 'Grievance Settlement Authority' under the Industrial Disputes Act and explain its role in dispute resolution.
- b) Under what conditions can the entire provident fund balance be withdrawn by an employee? Discuss the relevant provision

Q5) Solve any one:

[1 × 10 =10]

- a) Explain the procedure for claiming benefits under the ESI Act in case of employment injury.
- b) State three main objective of ESI. Discuss the different types of benefits provided under the Employee state Insurance Act, 1971.



Total No. of Questions : 5]

SEAT No. :

PD1660

[Total No. of Pages : 2

[6431]-16

First Year M.B.A. (HRD)

206 - GC : FINANCE FOR HR

(Revised 2020 Pattern) (Semester - II)

Time : 2½ 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) Define intangible asset.
- b) Define goodwill.
- c) Recall the various types of financial statements.
- d) Define liquidity ratios.
- e) Define accruals.
- f) Define equity.
- g) Define income statement.
- h) Define share capital.

Q2) Attempt any TWO of the following:

[2×5=10]

- a) Distinguish between current liabilities and non-current liabilities.
- b) Explain with example the concept of Transparency in Financial Record.
- c) Explain the need of financial intelligence in an organization.

Q3) Attempt any ONE of the following:

[1×10=10]

- a) Discuss the necessity of financial intelligence within an Organization.
- b) Do you agree with the statement “Human Resources are Assets not liabilities”? Justify your response.

P.T.O.

Q4) Attempt any ONE of the following:

[1×10=10]

- a) Explain the importance of critically evaluating a company with respect to liquidity and profitability.
- b) Describe the structure and characteristics of an Income Statement highlighting its advantages and limitations.

Q5) Attempt any ONE of the following:

[1×10=10]

- a) Discuss the methods used to evaluate corporate performance.
- b) Explain Financial Literacy and outline how HR Managers ensure it within an organization.

* * *

Total No. of Questions : 5]

SEAT No. :

PD-1661

[Total No. of Pages : 2

[6431] - 17
MBA-(HRD)
207 - UL -16: FUTURE OF WORK PLACES
(Rev 2020 Pattern) (Semester - II)

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 5 :

[5 × 2 = 10]

- a) Define Continuous change
- b) Meaning of Smart Buildings
- c) Define - Demographic Workforce
- d) Define Diversity
- e) Quote term - Personal Brand
- f) What is Crowd sourcing?
- g) Identify 5 elements of Human Capital Skills
- h) Define value system

P.T.O.

Q2) Attempt any 2 :

[2 × 5 = 10]

- a) Interpret various drives for changing nature of work.
- b) Classify elements of lifelong learning at workplace
- c) Infer various technological revolution at work place

Q3) Attempt any 1 :

[1 × 10 = 10]

- a) Discover various methods to change workers attitude & value system to adopt as per current tech based organisation.
- b) Explain how big data & analytical capabilities of robotics have brought a technological revolution at workplace.

Q4) Attempt any 1 :

[1 × 10 = 10]

- a) Correlate “Analytical thinking & problem solving skills” with Employees efficiency at workplace.
- b) Devise advantages of IT break through at work place with example.

Q5) Attempt any 1 :

[1 × 10 = 10]

- a) Comment “Communications Information Technology break though at workplace que. boun”.
- b) Criticise in your language, IT intervention at work place in HR processes at Banking Company.



Total No. of Questions : 5]

SEAT No. :

PD-1662

[Total No. of Pages : 2

[6431] - 18
MBA-(HRD)
208 UL -MANAGEMENT OF EMPLOYEE TRANSFORMATION
(Rev. 2020) (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) What is planned 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 post-merger integration?

P.T.O.

Q2) Solve any two of the following : **[2 × 5 = 10]**

- a) Discuss the challenges faced by employees working across border and culture.
- b) Explain the different communication strategies adopted during the post-merger integration.
- c) Why do people and organisations resist change? Describe few methods of managing resistance to change.

Q3) Solve any one of the following : **[1 × 10 = 10]**

- a) Analyse environmental forces which affect the employee transformation
- b) Explain the steps involved in implementation of BPR in the organization

Q4) Solve any one of the following : **[1 × 10 = 10]**

- a) Discuss the role of transformational leaders in mergers and acquisitions
- b) Explain how culture can be managed during the downsizing of company

Q5) Solve any one of the following : **[1 × 10 = 10]**

- a) Analyse the HR skills required for the management of employee transformation
- b) “Business Process Reengineering (BPR) is an imperative for survival”. Discuss



Total No. of Questions : 5]

SEAT No. :

PD-1663

[Total No. of Pages : 2

[6431]-19

F.Y. M.B.A. (H.R.D)

209 (UL) : BUSINESS LAW

(Rev. 2020 Pattern) (Semester - II)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates :

- 1) All questions are compulsory.
- 2) Figures to the right indicate full marks.
- 3) Neat diagrams must be drawn wherever necessary.

Q1) Solve any Five each question carry two marks : [5 × 2 = 10]

- a) Name the authority that regulates the foreign exchange in India?
- b) List down any 4 rights of consumer.
- c) Define E-contract.
- d) What is designated partner.
- e) What is competition.
- f) List down difference between partnership & LLP.
- g) What is indemnity.
- h) List down essentials of valid contract.

Q2) Solve any Two each question carry five marks : [10]

- a) When is consent is said to be free? Explain with suitable examples.
- b) What are the advantages of LLP?
- c) Distinguish between sale & Agreement to sale.

Q3) Solve any One : [10]

- a) Describe the constitution, power and functions of information officers under right to information Act.
- b) Explain the appeals & penalties under RTI Act 2005?

P.T.O.

Q4) Solve any One :

[10]

- a) State the objectives and functions of consumer protection councils under consumer protection Act, 1986.
- b) Describe the procedure to file and deal with complaint at district level under the consumer protection Act, 1986.

Q5) Solve any One :

[10]

- a) Explain the provisions related to acquisition and transfer of immovable property in India and abroad.
- b) Define FEMA. Explain the concept of foreign direct investment in India with examples.



Total No. of Questions : 5]

SEAT No. :

PD-1664

[Total No. of Pages : 2

[6431] - 21

MBA (Human Resource Development)

301 GC-: Strategic Human Resource Management

(Rev. 2020) (Semester - III)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Define any Five terms :

[5 × 2 = 10]

- a) Dual career couple
- b) Work life balance
- c) Tele commuting
- d) Employee empowerment
- e) Employee leasing
- f) E-Recruiting
- g) Head Hunting
- h) Muth skilling.

P.T.O.

Q2) Answer any two questions : **[2 × 5 = 10]**

- a) Write difference between global HRM and Domestic HRM.
- b) Explain the importance of SHRM
- c) Write short note on Employer Branding

Q3) Answer any one question : **[10]**

- a) Explain the term learning organization & ROI approach.
- b) Explain in detail the new approaches to recruitment & selection.

Q4) Answer any one question : **[10]**

- a) Elaborate the methods of forecasting supply & demand of HR.
- b) Define HRIS. Elaborate the significance of HRIS in today's scenario.

Q5) Answer any one question : **[10]**

- a) Elaborate the retention strategies followed by organization.
- b) Explain Kirkpatrick Model in detail.



Total No. of Questions : 5]

SEAT No. :

PD-1665

[Total No. of Pages : 2

[6431] - 22

S.Y. M.B.A. (Human Resource Deveolpment)

302 GC -ORGANISATIONAL DEVELOPMENT

(Revised 2020) (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) Answer the following (any 5) :

[10]

- a) Define the term Organizational Development
- b) Write any four importance of organizational development in business.
- c) State any two challenges of O.D.
- d) What is the contribution of Kurt lewin in O.D.
- e) What is the contribution of Herbert Shepard in O.D.
- f) What do you mean by planned change.
- g) Give five stages of O.D.
- h) Define Organisational change.

P.T.O.

Q2) Answer the following (any two) : [10]

- a) Discuss the application of system theory towards O.D.
- b) Define parallel learning structures. Explain when to use it with suitable example.
- c) Write the role and responsibilities of change agent.

Q3) Answer the following : [10]

- a) Discuss the process of Organizational Development with example.

OR

- b) Explain how to collect and Analyse Diagnostic information in Organisational Development.

Q4) Answer the following : [10]

- a) Write in detail the elements of human process interventions in O.D.

OR

- b) Write in detail, how to apply interpersonal and group process approaches in the organisation as a part of human process interventions.

Q5) Answer the following : [10]

- a) Develop a talent management plan for a research institution.

OR

- b) Develop a Workforce Diversity and Wellness to manage Workforce Diversity of organisational development.



Total No. of Questions : 5]

SEAT No. :

PD-1666

[Total No. of Pages : 2

[6431] - 23
S.Y. MBA (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) Answer the following (any 5) :

[10]

- a) Define “Living Wage.”
- b) What is a “Wage Policy”?
- c) Name any two types of executive compensation.
- d) Explain the term “Competency-Based Pay.”
- e) What is a “Wage Incentive”?
- f) List two methods for fixing pay grades.
- g) What is cost to company (CTC)
- h) State two objectives of compensation management.

P.T.O.

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

- a) Describe the process and importance of compensation benchmarking.
- b) Explain the concept of pay-for-performance and its applications.
- c) Discuss the importance of statutory benefits for employees in India.

Q3) Answer any 1 out of 2 : [10]

- a) Explain the concept of wage policy. What are the various objectives of National Wage Policy?
- b) Discuss the types of wages and their significance in different industries.

Q4) Answer any 1 out of 2 : [10]

- a) Evaluate the role of wage surveys in achieving external equity.
- b) What do you understand by Labour productivity ? Explain determinants of Labour productivity.

Q5) Answer any 1 out of 2 : [10]

- a) Develop a comprehensive employee benefits plan for a large manufacturing organization.
- b) What is compensation management? Discuss various types of executive compensation.



Total No. of Questions : 5]

SEAT No. :

PD-1667

[Total No. of Pages : 2

[6431] - 24

M.B.A. (Human Resource Development)

304 GC: LABOUR LAWS - III

(Revised 2020) (Semester - III)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Solve any 5 out of 8 questions :

[5 × 2 = 10]

- i) When and to whom is gratuity payable under Payment of Gratuity Act, 1972?
- ii) What is the rate of gratuity payable to worker who work throughout the year in seasonal establishment?
- iii) Define 'employee' under the Minimum Wages Act, 1948.
- iv) What registers and records are required to be maintained under the Minimum Wages Act, 1948.
- v) Define 'Continuous Services' under Payment of Gratuity Act, 1972.
- vi) Under what circumstances is gratuity liable to be forfeited?
- vii) Who is an 'employer' under the Minimum Wages Act, 1948.
- viii) State the qualification for being engaged as an apprentice Contract' under Apprenticeship Act, 1961.

P.T.O.

Q2) Solve any two questions :

[2 × 5 = 10]

- i) Write short note on Power of Industrial Court under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices act- 1971.
- ii) An employee whose monthly wages at the time of retirement was Rs. 2,010, retired after 20 years and 5 months continuous service. How much will he get as gratuity?
- iii) What is meant by 'Apprenticeship training' and 'Apprenticeship Contract' under Apprenticeship Act, 1961.

Q3) Solve any one question :

[10]

- i) Define the term 'Employee' and discuss the procedure for fixing and revising the minimum rate of wages under Minimum Wages Act, 1948.
- ii) Discuss and explain the following under the provision of Minimum Wages Act, 1948:
 - a) Cost of living index number
 - b) Fixing hours of a normal working day.

Q4) Solve any one question :

[10]

- i) Discuss the provision relating to 'Rights and Obligation of Recognised Union' under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices act- 1971
- ii) Discuss the authorities constituted under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices act- 1971. State their duties and powers

Q5) Solve any one question :

[10]

- i) Mention the power and position of the Central Apprenticeship Adviser.
- ii) What is meant by 'apprentice under the Apprentices Act 1961? Discuss the provision on 'Working Conditions of Apprentices' under the Apprentices Act, 1961.



Total No. of Questions : 5]

SEAT No. :

PD1668

[Total No. of Pages : 2

[6431]-26

M.B.A. - II (H.R.D.)

306 - UL : REWARDS AND RECOGNITION

(Revised 2020 Pattern) (Semester - III)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions carry equal marks.*
- 2) *Draw neat diagrams wherever needed.*

Q1) Answer any 5 out of the following 8 questions (2 marks each):

- a) Define the term 'Reward Management'.
- b) List the key aims of reward management.
- c) What are the major elements of a reward system?
- d) What factors affect the reward system?
- e) How does the internal and external environment impact the reward system?
- f) What is individual pay in the context of reward management?
- g) Explain the concept of team pay.
- h) Mention two types of grade and pay structures used in organizations.

Q2) Write short notes on any 2 out of the following 3 questions (5 marks each):

- a) The role of trade unions in reward determination.
- b) Impact of employee recognition on employee motivation.
- c) Government and legal issues in reward systems.

P.T.O.

Q3) Explain the concept of reward management for special groups with specific focus on rewarding directors and senior executives. **[10]**

OR

Discuss the challenges and approaches to rewarding sales and customer service staff in an organization.

Q4) Describe the different types of grades and pay structures in organizations. How do organizations develop these structures to ensure fairness and equity? **[10]**

OR

Discuss the concept of paying for organizational performance. What are the advantages and disadvantages of this approach?

Q5) Explain the concept of reward systems in India, focusing on the National Wage Policy and its implications. **[10]**

OR

Discuss the impact of external and internal factors on the design and implementation of a reward system.



Total No. of Questions : 5]

SEAT No. :

PD1669

[Total No. of Pages : 2

[6431]-27

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

**UL - 307 : INSTRUMENTS IN HRD
(Revised 2020 Pattern) (Semester - III)**

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Answer any 5 questions from following.

[5×2=10]

- a) What is HR competency?
- b) Write any two importance of succession planning?
- c) What is MAO - C?
- d) What do you understand by training evaluation?
- e) State any two benefits of organisational coaching?
- f) What is MBTI?
- g) Write the objectives of training in an organisation?
- h) What is 16 PF?

Q2) Write short notes (any two).

[2×5=10]

- a) Locus of control
- b) HRD tools
- c) Organisational psychology

P.T.O.

Q3) Why there is a need for measuring HR capabilities of an organisation? [10]

OR

“Developing the HR process is inevitable for sustenance of an organisation”.
Discuss?

Q4) Explain in detail MAO-B framework? [10]

OR

‘Belbins team roles’ an effective tool of HRD. Discuss with suitable example?

**Q5) ‘Effective HRD tools help an employee in career and succession planning’.
Elaborate with suitable example. [10]**

OR

Write a note on training, coaching and managing performance.



Total No. of Questions : 5]

SEAT No. :

PD-1670

[Total No. of Pages : 2

[6431] - 28

M.B.A.-II (Human Resource Development)

308 UL : Best Practices in HR

(Revised 2020) (Semester - III)

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 the Role of the HR Auditor? [2]
- b) Explain Balanced scorecard parameters. [2]
- c) What are the Prerequisites of an HR Audit? [2]
- d) Define knowledge management. [2]
- e) What are the 3 pillars of sustainability? [2]
- f) Define the scope of the HR Audit. [2]
- g) What are various costs in HR Accounting? [2]
- h) What is the main aim of strategic HRM? [2]

P.T.O.

Q2) Solve any two :

[2 × 5 = 10]

- a) How can knowledge management be used to improve organizational performance? **[5]**
- b) Why HR teams are core to an environmentally sustainable business approach? **[5]**
- c) What are the Behavioural aspects of management control? **[5]**

Q3) Solve any one :

- a) Discuss the step-by-step process of conducting HR audits in the organization. **[10]**
- b) How would you go about implementing the Balanced Scorecard within your organization? **[10]**

Q4) Solve any one :

- a) How can knowledge management be used to create competitive advantage? What is the relationship between knowledge management and innovation? **[10]**
- b) What is value? Define the following terms used, in the context of human resource **[10]**
 - i) Individual's value to an organization.
 - ii) Group value to an organization.
 - iii) Peer Group Behaviour.

Q5) Solve any one :

- a) What is the role of HR in sustainable growth? What are the HR practices for sustainability? **[10]**
- b) What role does HR audit play in successio. planning and ensuring that an organization has a strong pipeline of future leaders? **[10]**



Total No. of Questions : 5]

SEAT No. :

PD-1671

[Total No. of Pages : 2

[6431] - 31
M.B.A.-(HRD)
HUMAN RESOURCE DEVELOPMENT
401 GC: Competency Mapping and Career Development
(Revised 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 carries 10 marks*

Q1) Answer any Five questions :

[5 × 2 = 10]

- a) Name two types of competency models.
- b) What is threshold competency.
- c) Define generic or key competency.
- d) Define career development.
- e) What is KSA
- f) What is EVA
- g) Define Mentoring
- h) Define Career Planning

P.T.O.

Q2) Answer any two questions : **[2 × 5 = 10]**

- a) Explain the difference between operant and respondent traits of competency.
- b) How do functional or technical competencies differ from other type of competencies and why are they particularly important in certain roles.
- c) Explain the process of career planning.

Q3) Answer any one question : **[10]**

- a) Explain different methods used by employer to enhance employee career.
- b) Outline the steps involved in developing a competency model & explain why each step is crucial.

Q4) Answer any one question : **[10]**

- a) How does the 360 degree feedback process work in evaluating competencies?
- b) Trace the history and evolution of the concept of 'competency' and also highlight the reasons behind the confusion regarding competency in detail.

Q5) Answer any one question : **[10]**

- a) Assess the impact of leadership or managerial competencies on organizational performance, providing example of their significance.
- b) Critically evaluate the importance & methods of career development with suitable example.



Total No. of Questions : 5]

SEAT No. :

PD-1672

[Total No. of Pages : 2

[6431] - 32

M.B.A.- II (HRD)

402 GC: PR & CORPORATE COMMUNICATION

(Rev. 2020) (Semester - IV)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Solve any five questions :

[10]

- a) What is the objective of public relation?
- b) What does the corporate advertising concentrate on?
- c) Which form of communication is most effective in changing pre-dispositions towards an issue?
- d) Which communication media should be used for reaching multiple people as the same time.
- e) Importance of Video conferencing.
- f) What is the first step in planning publicity campaign.
- g) Define corporate identity.
- h) What is a “house journal”?

P.T.O.

Q2) Attempt any two questions : **[10]**

- a) Write a short note on corporate image.
- b) What is the role of PR officer
- c) What is E-PR? What are the various tools used in E-PR.

Q3) a) Discuss the steps in PR budgeting with relevant example. **[10]**

OR

- b) Examine the structure of the PR department.

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

OR

- b) Corporate reputation is the combination of “corporate image & corporate identity” elaborate this statement with relevant example.

Q5) a) What are the features of a successful newsletter? What are the benefits to an organization of publishing a newsletter. **[10]**

OR

- b) “Coping with the unexpected is the biggest challenge for the PR department”. Discuss the statement with relevant examples.



Total No. of Questions : 5]

SEAT No. :

PD1673

[6431]-33

[Total No. of Pages : 2

Second Year M.B.A. (HRD)

403-GC : LABOUR LAWS-IV

(Revised 2020 Pattern) (Semester-IV)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Answer any 5 out of 8.

[5×2=10]

- a) Define accounting year as per Bonus Act.
- b) What is immunity from tortious under Trade Union Act.
- c) Define Human Rights.
- d) Explain Cyber Jurisdiction.
- e) State the extent of human rights Act.
- f) Define certifying authority as per IT Act.
- g) Define employers as per Bonus Act.
- h) Any 2 rights of registered Trade Union.

Q2) Answer any 2 out of 3.

[2×5=10]

- a) Is payment of Bonus Act applicable to newly established factories? Justify your answer with relevant provision.
- b) Write a brief history of Indian Trade Union system.
- c) Write a short note on digital signature.

Q3) Answer the following.

[1×10=10]

- a) Discuss the Privileges of Registered Trade Union. Also mention the provisions regarding disqualification of office Bearers of Trade Union.

OR

- b) Is Amalgamation of two or more Trade Unions is possible? Justify your answer with relevant provisions.

P.T.O.

Q4) Answer the following.

[1×10=10]

- a) Write in detail about the functions & powers of state commission under protection or Human Rights Act.

OR

- b) Discuss the objectives and salient features of the Information Technology Act 2000.

Q5) Answer the following.

[1×10=10]

- a) Discuss the provisions related to permissible deductions made from Gross profit under Bonus Act 1956. Also explain the concept of available and allocable surplus related to Bonus.

OR

- b) Why it is important to register the Trade union. Also discuss the provisions related to Appeals mentioned in the Trade Union Act.



Total No. of Questions : 5]

SEAT No. :

PD1674

[Total No. of Pages : 2

[6431]-34

M.B.A. - II (HRD)

404 GC : CASES IN HR

(Revised 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)

[10]

- a) What do you mean by competency?
- b) Define promotion?
- c) What do you mean by Closure in industrial relation.
- d) Define Training.
- e) What do you mean by job transfer.
- f) What is the provident fund?
- g) What do you mean by employee separation?
- h) What is CSR.

Q2) Answer any 1.

[10]

- a) Briefly explain the significance and purpose of performance management.
- b) What is the provident fund Act and state the restriction of provident fund?

Q3) Solve any 1.

[10]

- a) Write on the methods of performance appraisal that you would you be using for appraisal of employees of workers of healthcare industry and why.
- b) What are appraisal methods? Write in brief about the modern methods of performance appraisal

P.T.O.

Q4) Solve any 1

[10]

- a) Elaborate on how do companies benefit from transferring employees?
- b) Classify: traditional and modern methods of performance appraisal for IT company.

Q5) Solve any 1

[10]

- a) State in brief the different Challenges and Solutions in Implementing a Performance Management and Reward System
- b) How will you encourage your team to follow safety precautionary measures and best working practices on board?



Total No. of Questions : 5]

SEAT No. :

PD1675

[Total No. of Pages : 2

[6431]-35

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

405 UL : INTERNATIONAL HR

(Revised 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.*
- 4) *Figures to the right indicate full marks.*

Q1) Solve any five.

[5×2=10]

- a) Define – Globalization.
- b) Explain trade union.
- c) Name and two theories of compensation.
- d) Define the term staffing.
- e) Explain “IHRM”.
- f) Elaborate the term ‘compensation administration’.
- g) Write any two benefits from returnees.
- h) What is Re-Entry Repatriation process.

Q2) Solve any two.

[2×5=10]

- a) Explain the difference between Domestic & International HRM.
- b) Brief the recent trends and key issues in the process of international staffing.
- c) Discuss the theories of compensation.

Q3) Solve any one.

[10]

- a) Elaborate in details the process of performance management in multinationals.
- b) “Successful Repatriation is an important task of HR manager”. Explain with suitable examples.

P.T.O.

Q4) Solve any one.

[10]

- a) Define compensation, state its objectives along with the components of compensation.
- b) Discuss in details the various challenges of Re-Entry Repatriation process & techniques to overcome these challenges.

Q5) Solve any one.

[10]

- a) Define Trade Union & explain the key issues in international Industrial Relation.
- b) Globalization has its impact on functions of Trade union, discuss in detail.



Total No. of Questions : 5]

SEAT No. :

PD1676

[Total No. of Pages : 2

[6431]-36

Second Year M.B.A. (HRD)

406 - UL : COLLECTIVE BARGAINING

(Revised 2020 Pattern) (Semester - IV)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Solve any five.

[5×2=10]

- a) What is Collective Bargaining?
- b) Mention types of collective bargaining.
- c) Write the term conciliation machinery.
- d) Define wages.
- e) Write characteristics of collective bargaining.
- f) Who negotiates in collective bargaining?
- g) What is the primary goal of collective bargaining process?
- h) What subjects can be covered by collective bargaining?

Q2) Solve any two.

[2×5=10]

- a) Describe conflict - choice model of negotiation.
- b) Explain importance of collective bargaining in business.
- c) Discuss the process of negotiating an agreement between management and employees?
- d) State a behavioral theory of labour negotiations.

P.T.O.

Q3) Solve any one :

[10]

- a) Explain 'Promotion of collective bargaining', do the companies have responsibility to promote collective bargaining. Is it enough to engage in collective bargaining when the workes request it?

OR

- b) Explain an essential element of effective negotiation? If you are advising union and management representatives about how to negotiate an agreement, what would suggest them?

Q4) Solve any one.

[10]

- a) Explain the difficulties in the collective bargaining process and administration of agreements, collective bargaining and the emerging scenario.

OR

- b) Describe what information should be shared with workes representatives for negotiations and collective bargaining.

Q5) Solve any one.

[10]

- a) Explain post negotiation and grievance management.

OR

- b) Describe various steps in negotiation process.

