

Total No. of Questions : 5]

SEAT No. :

PC3139

[Total No. of Pages : 2

[6381]-101

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

101 GC : PRINCIPLE AND PRACTICE OF 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.*
- 3) Figures to the right indicate full marks.*

Q1) Answer any 5 questions 2 marks each.

[10]

- a) List out any two principles given by Henry Fayol.
- b) Who is the father of administrative management?
- c) Dealing with routine and repetitive problems is known as _____ decisions.
- d) At what level of organisation does a corporate manager operate?
- e) What is the second step of control process?
- f) Managers with good _____ are able to get the best out of their people.
- g) While guiding organisation members in appropriate direction, a manager exhibits leadership behaviour. True/False.

Q2) Answer any 2 questions. (5 marks each).

[10]

- a) What is Globalization?
- b) Which factors affect planning?
- c) Give the sources of Recruitment.

P.T.O.

Q3) a) Explain in detail the Quality School of Managements modern management concept given by Peter Drucker. **[10]**

OR

b) Explain the concept of organizing with reference to centralization and decentralization.

Q4) a) What are the functions of a supervisor leadership? Give the importance and role of supervisor. **[10]**

OR

b) Explain the concept of organisations as networks and elaborate how organisational design manage for change and innovation?

Q5) a) Explain the importance of control in a business organisation. Discuss the process of control. **[10]**

OR

b) Explain the decision making tools/models in detail.



Total No. of Questions : 5]

SEAT No. :

PC3140

[6381]-102

[Total No. of Pages :2

First Year M.B.A. (H.R.D.)

102 GC : ORGANIZATIONAL BEHAVIOUR

(Revised 2020 Pattern) (Semester- I)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Answer any 5 out of 8:

[2 Each]

- a) What are three levels of analysis in OB?
- b) Classify the individuals according to MBTI.
- c) List three components of Attitude.
- d) What are the four characteristics of values?
- e) List out any four perceptual error in perception.
- f) What are benefits of team building?
- g) List out any four conflict management approaches.
- h) List out any four strategies for overcoming resistance to change.

Q2) Answer any 2 out of 3:

[5 Each]

- a) Managerial Grid.
- b) Formal vs Informal culture.
- c) Stereotyping and Halo effect.

Q3) a) “Organizational behaviour is to understanding predicting and controlling human behaviour at work”. Explain. **[10]**

OR

b) “Not all leaders are managers nor all managers are leaders”. Explain.[10]

P.T.O.

Q4) a) Describe ‘Kurt Lewin’s three step model. **[10]**

OR

b) What is Vroom’s Expectancy theory. **[10]**

Q5) a) “Team building is an organizational development technique used to assist work groups operate more efficiently and effectively. Which will result into the lot of benefits to the organization.” Explain. **[10]**

OR

b) “It says that individuals compare their job inputs and outcomes with those of others and then respond to eliminate any equalities.” Explain. **[10]**



Total No. of Questions : 5]

SEAT No. :

PC3141

[6381]-103

[Total No. of Pages : 2

First Year M.B.A. (HRD)

**103 GC : ECONOMICS FOR HUMAN RESOURCE
MANAGEMENT**

(Revised 2020 Pattern) (Semester-I)

Time : 2 ½ Hours]

[Max. Marks : 50

Instructions to the candidates:

1) All questions are compulsory.

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

[10]

- a) Wages represents _____ rates of pay.
- | | |
|------------|-------------|
| i) Hourly | ii) Weekly |
| iii) Daily | iv) Monthly |
- b) Which of the following factor influences employee compensation.
- | | |
|--------------------|----------------------|
| i) Labour market | ii) Cost of living |
| iii) Labour unions | iv) All of the above |
- c) What is the Superannuation.
- | | |
|---------------|--------------------|
| i) VRS | ii) Retirement age |
| iii) Benefits | iv) Parks |
- d) Sexual Harassment Act workplace (Prevention, Prohibition and Redressal) Act 2013 applies to
- | | |
|--------------------------|-----------------------------|
| i) Only organized sector | ii) Only unorganized sector |
| iii) Both (i) & (ii) | iv) None of the above |
- e) The movement of workers or people from one place to another is _____.
- | | |
|----------------------|------------------|
| i) migration | ii) displacement |
| iii) cross-migration | iv) mobilization |

P.T.O.

- f) Prejudice refers to
 - i) Any kind of bias or inclination toward any thing or anyone that may be considered inherently irrational.
 - ii) Possitive attitudes of a special kind
 - iii) A usually negative attitude towards the members of some social group.
 - iv) Attitudes of a majority toward a minority.
- g) The following is a perquisites.
 - i) Club membership ii) Providend fund
 - iii) Medical allowance iv) Group insurance

Q2) Short question answer (any 2) [10]

- a) What factors in the external environment place limitation on the ability of a firm to recruit and select a candidate of choice? Give example.
- b) Explain the leading factors for employee discrimination.
- c) Explain about innovative incentive schemes to retain critical workers in the organizations.

Q3) a) What is straight pay? How is it different from variable pay? [10]

OR

- b) Bring out the various employee benefits and services.

Q4) a) Explain the factors influences recruitment in an organization. [10]

OR

- b) Highlight the main provisions of equal remuneration Act 1976.

Q5) a) Explain the external as well as internal environment of wage administration. [10]

OR

- b) Elaborate the provision of voluntary retirement scheme (VRS).



Total No. of Questions : 5]

SEAT No. :

PC3142

[Total No. of Pages : 2

[6381]-104

First Year M.B.A. (H.R.D)

104-GC: HUMAN RESOURCE MANAGEMENT

(Revised 2020 Pattern) (Semester - I)

Time : 2½Hours]

[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 Quality circles.
- b) What is the full form of HRIS.
- c) What is meaning of Conciliation?
- d) Define the term “Training need Assessment”.
- e) What do you mean by “Performance Appraisal”.
- f) Mention any 2 importance of Human Resource Planning.
- g) Define Human Resource Management.
- h) Define the term Induction.

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

[10]

- a) Explain the meaning of promotion and Transfer.
- b) What do you understand by “Performance Management”, explain 360 degree performance appraisal method.
- c) Explain the difference between ‘Training’ and ‘Development’

P.T.O.

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

- a) Compare and Contrast “Traditional” and “Modern” Compensation methods by giving examples.
- b) Comment “Appraisal Plays important role to understand individual and organizational performance in the organization”.

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

- a) Identify and discuss the suitable training methods for following companies.
 - i) IT company
 - ii) Pharmaceutical company
- b) If you are working as Human Resource Manager in a company, how will you introduce SHRM, Define SHRM.

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

- a) Write in brief “Employee safety and statutory provisions of safety in India”.
- b) “Succession Planning is need for todays companies”. Explain in brief and illustrate with 2 exampels of failed companies in Succession planning or 2 examples of successful companies.



Total No. of Questions : 5]

SEAT No. :

PC-3143

[Total No. of Pages : 2

[6381]-105

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

GC-105 : LABOUR LAW-I

(Revised 2020) (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 oraganization 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 Occupeir 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 committe 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) Summarize the provision related to Certification of Standing Orders under the Industrial Employment (Standing Orders) Act, 1946
- b) Need of Labour laws in changing industrial Scenario.
- c) Explain in detail-Applicability and Objectives of Bombay Shops and establishment Act, 1948.

Q3) a) Define the term Factory and state the provisions relating to 'Working hours of Adults' 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 active part in its deliberations" Justify this statement with the concept of labour Law and Role of ILO and its Significance with reference to labour Law?

Q5) a) What is Wages under Payment of Wages Act and elaborate any seven provisions of 'Authorised Deductions'? [10]

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



Total No. of Questions : 5]

SEAT No. :

PC3144

[6381]-106

[Total No. of Pages : 2

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

106-GC : RESEARCH METHODOLOGY

(Revised 2020 Pattern) (Semester-I)

Time : 2 ½Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Attempt any Five questions.

[10]

- a) Define Business Research.
- b) Write any two characteristics of scientific research.
- c) What is investigation question?
- d) List the features of good research design.
- e) Define hypothesis with example.
- f) The main concept behind doing research is to _____
 - i) Study and explore knowledge
 - ii) Start with predefined and clear-cut objectives.
 - iii) Get new ideas.
 - iv) Define clear objectives.
- g) Which of the following is the type of research _____
 - i) Causal Research
 - ii) Descriptive Research
 - iii) Exploratory Research
 - iv) All of the above

P.T.O.

- h) “Logically inferred relationships between two or more variables expressed in the form of testable statements” are _____
- i) Problem statements
 - ii) Hypotheses
 - iii) Research Proposition
 - iv) Research assumptions

Q2) Attempt any two. [10]

- a) What is research hypothesis? Explain the types of research hypothesis?
- b) Elaborate the process of business research
- c) Explain exploratory research design.

Q3) Solve any one. [10]

- a) Compare and contrast probability and non-probability sampling.

OR

- b) Develop a questionnaire to determine how households plan to buy and use major appliances. This questionnaire is to be used in national wide study.

Q4) Solve any one. [10]

- a) Describe the meaning and objectives of measurement in business research. Explain the four types of measurement scales with examples.

OR

- b) Suggest suitable sample design for identifying the pricing strategy used by FMCG product company.

Q5) Solve any one. [10]

- a) Compare and contrast primary and secondary data.

OR

- b) Explain the following terms

- i) Univariate analysis
- ii) Bivariate analysis



Total No. of Questions : 5]

SEAT No. :

PC3145

[Total No. of Pages : 2

[6381]-107

First Year M.B.A. (HRD)

107 - UL : PERSONNEL ADMINISTRATION SYSTEM

(Revised 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.*
- 3) Each question carries 10 marks.*
- 4) Black Figures to the right indicate full marks.*
- 5) Your answer should be specific and to the point.*

Q1) Answer any five out of eight questions :

[10]

- a) Discuss the nature of personnel administration.
- b) Define the key terms related to personnel policy.
- c) Highlight the significance of personnel administration.
- d) Bring out the scope of personnel administration.
- e) Explain the elements of personnel policy.
- f) What are the personnel records?
- g) Transfer is a _____.
 - i) Vertical job assignment
 - ii) Inclined job assignment
 - iii) Horizontal job assignment
 - iv) None of the above
- h) What are the steps in job analysis?
 - i) Select a job, Gather data on job, Prepare job description
 - ii) Select a job, Gather data on job, Prepare job Specification
 - iii) Select a job, prepare job specifications, Prepare, description
 - iv) None of the above

P.T.O.

Q2) Answer any two.

[2×5=10]

- a) Draft a letter of promotion for a service sector employee.
- b) What are the methods of time office.
- c) Differentiate between job specification & job description.

Q3) a) Draft a warning letter to an employee of manufacturing company for being late. **[10]**

OR

- b) Discuss the elements of domestic enquiry. **[10]**

Q4) a) What is show cause notice? Explain it with appropriate format. **[10]**

OR

- b) What is Memo? How do you draft a legal memo. **[10]**

Q5) a) Maintenance of statutory returns to be sent to the Government Authorities such as Professional tax , form 16, TDS. Explain in detail. **[10]**

OR

- b) What are some examples of job enlargement, job enrichment and job rotation? **[10]**



Total No. of Questions : 5]

SEAT No. :

PC3146

[6381]-108

[Total No. of Pages : 2

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

108-UL: ENTREPRENEURSHIP AND NEW VENTURE PLANNING

(Revised 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]

- a) List 4 reasons of Business plan failures.
- b) Define Intellectual property Protection-Patents.
- c) Define Trademarks and Copyrights.
- d) List the Types of startups.
- e) Define the term a woman entrepreneur.
- f) State the 5 forms of social entrepreneurship.
- g) State the functions of Entrepreneur.
- h) Who is drone entrepreneur?

Q2) Write short notes on any two of the following.

[10]

- a) Components of Entrepreneurial Leadership
- b) Entrepreneurial challenges.
- c) Entrepreneurship and Creativity.

Q3) Answer the following Any one

[10]

- a) Design a marketing plan for a company planning to start a 'chain of Medical store's in India.

OR

- b) Design a marketing plan for a company starting a new brand of preschool services.

P.T.O.

Q4) Answer the following Any one. **[10]**

- a) Discuss various financial Assistance provided to large scale Industries.

OR

- b) Briefly explain Procedure and necessary documents that should be filed while borrowing loans from various financial Institutions.

Q5) Answer the following Any one. **[10]**

- a) Legal issues involved in forming Business entity.

OR

- b) What are the opportunities and Challenges in International entrepreneurship?



Total No. of Questions : 5]

SEAT No. :

PC-3147

[Total No. of Pages : 2

[6381]-109

M.B.A. - H.R.D

**109UL: ACCOUNTING FOR HR
(2020 Revised) (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) Provide two limitations of financial accounting.
- b) Define current assets.
- c) List two examples of current liability.
- d) Define money measurement concept.
- e) Define income statement.
- f) What is balance sheet?
- g) Recall the accounting equation.
- h) Define operating profit.

Q2) Attempt any Two of the following:

[2 × 5 = 10]

- a) Discuss the significance of different ratios in evaluating the financial performance of an organisation.
- b) Differentiate between financial accounting and cost accounting.
- c) Explain the concept of cost accounting and how are they relevant to manufacturing concern.

P.T.O.

Q3) Attempt any One of the following:

[1 × 10 = 10]

- a) Prepare a cost sheet for a manufacturing company highlighting the various elements of cost.
- b) A manufacturing company uses job costing for its production process. Explain the concept of job costing and provide an example.

Q4) Attempt any One of the following:

[1 × 10 = 10]

- a) Discuss the relationship between costs and revenues to output with the help of marginal costing techniques.
- b) Marginal costing is the administrative tool for the management to achieve higher profits and efficient operations. Comment.

Q5) Attempt any One of the following:

[1 × 10 = 10]

- a) Explain the importance of budgeting in achieving cost control and efficiency.
- b) Evaluate the benefits of making various types of budget. Also, propose strategies to overcome potential budget variances.



Total No. of Questions : 5]

SEAT No. :

PC-3148

[Total No. of Pages : 2

[6381]-201
F.Y. M.B.A. (HRD)
LABOUR WELFARE
(Revised 2020 Pattern) (Semester - II) (201GC)

Time : 2½ 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 5 out of 8 :

- a) What are ILO and its functions?
- b) What is ILC and state the role of it's?
- c) Explain the term Industrial hygiene.
- d) Explain the term Industrial health.
- e) List of Non statutory welfare activities can be adopted by the management.
- f) List of Statutory welfare activities mentioned in the factory act.
- g) Explain the term Unemployment benefits?
- h) Write the duty and qualification of Conciliation officers

Q2) Attempt Any 02 out of 05 :

- a) Differentiate between statutory and non statutory welfare amenities.
- b) Differentiate between personnel manager and welfare officer.
- c) Role of Labour welfare officer and the qualification required for the same

P.T.O.

Q3) Attempt Any 1 out of 2 :

- a) Elaborate the concept of Labour Laws in detail. Explain ILO and its objectives.
- b) Explain the role of Government, NGO in developing labour welfare programme.

Q4) Attempt Any 1 out of 2 :

- a) Apply your knowledge and explain the functions and duties of labour welfare officer?
- b) Do the critical analysis of The Bombay labour welfare act, 1953 and comment on the applicability of the same.

Q5) Attempt Any 1 out of 2 :

- a) Workers Education Scheme plays important role in organization how? Why such Scheme need to promote in industry for maintaining the Labour welfare and Industrial hygiene?
- b) What do you mean by workers participation? Explain the objectives and levels of WPM.



Total No. of Questions : 5]

SEAT No. :

PC3149

[6381]-202

[Total No. of Pages :2

First Year M.B.A. (H.R.D.)

202GC : INDUSTRIAL ORGANIZATIONAL PSYCHOLOGY

(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) Solve any 5 out of 8: **[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 2 out of 3: **[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?

Q3) Solve any 1: **[10]**

How do you measure effectiveness of testing?

OR

What are the current trends in I-O psychology?

P.T.O.

Q4) Solve any 1:

[10]

What are the current major factors impacting I-O psychology?

OR

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

Q5) Solve any 1:

[10]

What are the factors that influence group dynamics?

OR

What are the elements of group dynamics in psychology?



Total No. of Questions : 5]

SEAT No. :

PC3150

[6381]-203

[Total No. of Pages :2

First Year M.B.A. (HRD)

INDUSTRIAL RELATIONS

203-GC-Core : Industry Relations and Employee Relations

(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) Solve any 5:

[10]

- a) Define Industrial Relations.
- b) What do you mean by trade union?
- c) What are the causes of Industrial disputes?
- d) What is the meaning of Collective Bargaining?
- e) Define globalization.
- f) What is Labour Laws?
- g) Write any two benefits of workers participation.
- h) What is role of Labour Laws Legislations?

Q2) Solve any 2:

[10]

- a) Write concepts of Collective Bargaining outline various steps of Collective Bargaining process.
- b) Outline the importance of Sound Industrial Relations in Business.
- c) What is role of Labour Relations.

Q3) Solve any 2:

[10]

- a) Explain the grievance handing procedure in detail.

OR

- b) Explain the factors affecting Employee Relation Strategy and role of Government in IR.

P.T.O.

Q4) a) List out and explain the objectives of workers participation in management. **[10]**

OR

b) What is dispute? Explain the reasons that cause Industrial disputes.

Q5) a) How are gender based issues and grievance addressed and resolved?**[10]**

OR

b) Justify the role and responsibilities of workers/employee.



Total No. of Questions : 5]

SEAT No. :

PC3151

[6381]-204

[Total No. of Pages :2

First Year M.B.A . (H.R.D.)

204 GC : TRAINING & DEVELOPMENT

(Revised 2020 Pattern) (Semester- II)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Answer any 5 out of 8

[5×2=10]

- a) What is the purpose of training needs assessment?
- b) Define off the Job Training .
- c) What is the significance of Training evaluation?
- d) Define the term “organisation development”.
- e) Explain the concept of cross training .
- f) What is the difference between Training &Development?
- g) Explain the concept of “transfer of training”.
- h) Define MDP.

Q2) Answer any 2 out of 3

[2×5=10]

- a) Designing an effective training program involves several key steps. Discuss the steps in detail .
- b) Describe various methods used for evaluating effectiveness of training and development programs. Discuss its advantages.
- c) Discuss the importance of aligning training and development initiatives with orgnizational goals and strategies.

P.T.O.

Q3) a) Effective training delivery plays a vital role in ensuring learning transfer and employee skills development. Explain. **[10]**

OR

b) Training evaluation is essential to measure the effectiveness and impact of training programs. Describe Kirkpatrick's Four level training Evaluation model.

Q4) a) The use of Technology in training and development has significantly transformed the learning landscape. Discuss. **[10]**

OR

b) Organisation after face challenges in implementing effective training and development programs . Discuss five common challenges the organization encounter and provide strategies to overcome them.

Q5) a) Explain the importance of ROI of training and how it can be increased by organisations. **[10]**

OR

b) Training programs should consider the diverse learning styles and preferences of employees. Discuss the different learning styles and provide strategies that trainers can use to accommodate various learning styles.



Total No. of Questions : 5]

SEAT No. :

PC-3152

[Total No. of Pages : 2

[6381]-205

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

GC -205 : LABOUR LAWS - II

(2020 Revised) (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 flow chart wherever necessary.*

Q1) Solve any five of the following :

[10]

- a) Which government appoint the chairman and members of Central Board constituted under Employees' Provident Fund and how many members are appointed?
- b) List four major benefits under the Employees State Insurance Act, 1948.
- c) What is The Current Interest Rate on EPF for year 2020-21 and What does RPFC stands for in EPF?
- d) What is the Punishment given to Any Person knowingly makes or causes to be made any false statement or false representation under ESI Act?
- e) Define Strike under the Industrial Disputes Act, 1947?
- f) Formation of a Works Committee under the Industrial Disputes Act, 1947?
- g) Nursing Breaks under The Maternity Benefit Act, 1961?
- h) Mention Two main objectives of The Maternity Benefit Act, 1961.

Q2) Solve any two of the following :

[10]

- a) Outline major Objectives and applicability of ESI Act.
- b) Explain the provision regarding Protection against Attachment under The Employees Provident Fund Miscellaneous Provisions Act-1952.
- c) Summarize - Maintenance of Register and Penalty for contravention of the Act by Employer under The Maternity Benefit Act, 1961?

P.T.O.

Q3) a) What is Lay-Off ? Discuss the right of a work man for lay-off compensation? When the compensation is not, payable to a laid-off workman? [10]

OR

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

Q4) a) Define the term “Industrial Dispute”. State powers and duties of Authorities appointed under Industrial Disputes Act? [10]

OR

b) Explain briefly the provisions relating to nomination and mode of recovery of moneys due from employers under The Employees Provident Funds and Miscellaneous Act, 1952?

Q5) a) Define the term Maternity Benefit, Medical Bonus and explain when the benefit is forfeited under The Maternity Benefit Act, 1961? [10]

OR

b) Explain the provisions related to Salient Features, Leave for miscarriage and Maternity benefit on death of a woman under Maternity Benefit Act, 1961.



Total No. of Questions : 5]

SEAT No. :

PC3153

[6381]-206

[Total No. of Pages :2

First Year M.B.A. (H.R.D.)

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 liability .
- b) Define capital .
- c) Define trial balance.
- d) Define fiscal year.
- e) Define accruals .
- f) Define income statement .
- g) Define balance sheet.
- h) Recall the types of cash flows.

Q2) Attempt any TWO of the following :

[2×5=10]

- a) Distinguish between current assets and fixed assets.
- b) Explain with example the concept of Human Resource Accounting .
- c) Differentiate between capital expenditure and revenue expenditure.

Q3) Attempt any ONE of the following :

[1×10=10]

- a) Finance is considered both an art and a science. Provide examples to support this assertion.
- b) What is Ratio Analysis? Narrate how Ratios are used to determine the Financial performance of the firm.

P.T.O

Q4) Attempt any ONE of the following : **[1×10=10]**

- a) Elaborate on the proficiency in using numerical data and financial tools for making and analyzing business decisions.
- b) Human resources are assets or liabilities for an organization . Argue critically.

Q5) Attempt any ONE of the following : **[1×10=10]**

- a) Define and elucidate the purpose of a Cash Flow Statement.
- b) Explain why a balance sheet balances.



Total No. of Questions : 5]

SEAT No. :

PC3154

[6381]-207

[Total No. of Pages : 2

First Year M.B.A. (H.R.D.)

207UL : FUTURE OF WORK PLACES

(Revised 2020 Pattern) (Semester- II)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *All questions are compulsory.*
- 2) *All questions carry equal marks.*
- 3) *Neat diagram must be drawn wherever necessary.*

Q1) Answer any 5 (each marks)

- a) Identify lifelong learning skills.
- b) Explain on-boarding.
- c) Real talent management.
- d) Explain-Blurred boundaries.
- e) Define crowd sourcing.
- f) Explain 'AI'.
- g) Tell wearable technology.
- h) Illustrate Tech saviness.

Q2) Write any 2 (each 5 marks)

- a) Summaries "Lifelong learning "essential at workplace.
- b) Compare problem solving & critical thinking ability.
- c) Infer Big data & analytical capabilities of robotics.

P.T.O.

Q3) Answer any 1 (each 10 marks)

- a) Use techniques of hiring process based on recent trends for service sector & explain the process of hiring in detail with suitable example.
- b) Articulate recent technological trends for branding of a company wrt to Employer Branding concept.

Q4) Answer any 1 (each 10 marks)

- a) Analyse various habits & personality traits of executive level managers of manufacturing company.
- b) Illustrate human capital management strategies for pharma company.

Q5) Answer any 1 (each 10 marks)

- a) Criticise traditional talent management strategies.
- b) Collaborate Tech based skills & competency based skills and interpret wrt hospital industry.



Total No. of Questions : 5]

SEAT No. :

PC3155

[6381]-208

[Total No. of Pages : 2

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

208-UL: MANAGEMENT OF EMPLOYEE TRANSFORMATION

(Revised 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 Renengineering.
- c) What is transformational leadership.
- d) Enlist steps in Kurt Lewin change management.
- e) Mention dimensions of organizational culture.
- f) List 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.
- b) Explain role of leadership in employee transformation.
- c) Explain concept of Cross Cultural management.

Q3) Solve any One of the following.

[1×10=10]

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

P.T.O.

Q4) Solve any One of the following.

[1×10=10]

- a) Discuss role of transformational leaders in downsizing, merger & acquisition.
- b) Why do people and organizations resist change? Describe few methods of managing resistance of 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 organizational change and critically evaluate its significance.



Total No. of Questions : 5]

SEAT No. :

[Total No. of Pages : 2

PC3156

[6381]-209

First Year M.B.A. (HRD)

209 UL : BUSINESS LAW

(Revised 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) Solve any five of the following.

[10]

- a) Define partnership.
- b) State any two functions of Information commissioner.
- c) List down the elements of valid contract.
- d) Define agreement with an example.
- e) What is difference between sale and contract of sale?
- f) List down the types of condition under the sale of goods Act, 1930.
- g) What is designated partners?
- h) Define the term conditions and warranties.

Q2) Solve any two

[10]

- a) Winding up and dissolution of LLP.
- b) Rights of consumers.
- c) Appeals and penalties in RTI.

P.T.O.

Q3) Solve any one

[10]

- a) Explain the salient features of RTI Act.

OR

- b) Discuss the offenses and penalties under the RTI Act.

Q4) Solve any one

[10]

- a) Compare and contrast any five points between the MRTP Act, 1969 and the competition Act, 2022.

OR

- b) Discuss the consumer Redressal Agencies and what are their powers.

Q5) Solve any one

[10]

- a) Discuss the contravention and penal provisions of FEMA.

OR

- b) Explain realization and repatriation of foreign exchange in India.



Total No. of Questions : 5]

SEAT No. :

PC-3157

[Total No. of Pages : 2

[6381]-301

M.B.A. (Human Resource Development)

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

Time : 2 ½Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Answer any five questions:

[5 × 2 = 10]

- a) What is the definition of SHRM (Strategic Human Resource Management)?
- b) What are the primary objectives of SHRM?
- c) What are the primary functions of HR Information Systems (HRIS)?
- d) What is meant by “workforce diversity” in the context of contemporary workplaces?
- e) What is employee leasing?
- f) Define the concept of "temporary and contract labor"?
- g) Write any two challenges faced by dual-career couples in balancing their professional and personal lives?
- h) Write any one potential advantage and disadvantage of employing a diverse workforce for organizational performance and innovation.

Q2) Answer any two questions:

[2 × 5 = 10]

- a) What are the potential consequences of downsizing on employee morale and organizational culture?
- b) How does the WTO promote trade while considering labor standards?
- c) Explain the concept of “equal pay for equal work”?

P.T.O.

Q3) Answer any one question:

[1 × 10 = 10]

- a) Elaborate the techniques used in forecasting the demand and supply of HR.
- b) Explain various recruitment and selection approaches in terms of their effectiveness and potential drawbacks.

Q4) Answer any one question:

[1 × 10 = 10]

- a) Explain the retention strategies used in the context of contemporary workplaces?
- b) Explain the challenges organizations face when implementing cross-cultural training initiatives? Also elaborate how cross-cultural training can be integrated into various stages of the employee lifecycle to maximize its effectiveness?

Q5) Answer any one question:

[1 × 10 = 10]

- a) Explain Kirkpatrick model with respect to its effectiveness in assessing the impact of training programs on organizational performance?
- b) Elaborate Performance Management strategies adopted by the industry.



Total No. of Questions : 5]

SEAT No. :

PC-3158

[Total No. of Pages : 2

[6381]-302

S.Y. M.B.A.

HUMAN RESOURCE DEVELOPMENT

302 - GC : Organisational Development

(Revised 2020 Pattern) (Semester - III)

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 Five)

[10]

- a) Define organizational Development.
- b) Write the concept of values and assumptions towards organizational development.
- c) Which team of authors called organizational development?
- d) What are the elements of Kurt Lewin Model of organizational change.
- e) What is the role of teams in organization.
- f) State Organizational Diagnosis.
- g) What is human process intervention in organizational development.
- h) What do you mean by planned changed towards organizational development.

Q2) Answer the following : (any two)

[10]

- a) Explain models and theories of planned change for Organizational Development.
- b) Discuss the application of systems theory towards Organizational Development.
- c) Describe the parallel learning structures in organizational development.

P.T.O.

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

- a) Explain in which manner organization manages change as a part of process of organizational development.

OR

- b) Explain Designing Interventions in the process of organization development.

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

- a) Write in detail on group process interventions in organizational development.

OR

- b) Elaborate on employee involvement in techno structural interventions?

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

- a) How can organizations help to ensure employee involvement?

OR

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



Total No. of Questions : 5]

SEAT No. :

PC3159

[Total No. of Pages : 2

[6381]-303

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

GC- 303 : COMPENSATION MANAGEMENT

(Revised 2020 Pattern) (Semester - III)

Time : 2½ 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 are the objectives of compensation management in any organization?
- b) Define the term 'Dearness Allowance'.
- c) Explain Statutory employee benefits in India.
- d) What is the cost to the company (CTC)?
- e) What are the objectives of the National wage policy of India?
- f) Write on Different types of incentive plans for the employees.
- g) What are the different types of pay structures?
- h) Define wages. What are the various types of wages?

Q2) Solve any two

[2×5=10]

- a) Discuss the concept of compensation Benchmarking with a suitable example.
- b) Explain in detail the various tax obligations on employee benefits.
- c) What do you understand by labour productivity? Explain determinants of labour productivity.
- d) What are the factors to be considered for designing a sound wage incentive scheme?

P.T.O.

Q3) Solve any one

[10]

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

OR

- b) Define the term 'Compensation'. Distinguish between monetary and non-monetary Compensation.

Q4) Solve any one

[10]

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

OR

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

Q5) Solve any one

[10]

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

OR

- b) What is the meaning of the term 'Labour Turnover'? What are its causes? Discuss the various measures taken to control 'Labour Turnover'.

* * *

Total No. of Questions : 5]

SEAT No. :

PC3160

[Total No. of Pages : 2

[6381]-304

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

304 GC :LABOUR LAWS - III

(Revised 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.*

Q1) Solve any 5 out of 8 questions

[5×2=10]

- a) Define “Apprentice” under the Apprentices Act 1961.
- b) Define “Illegal Strike” under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971
- c) State any two obligation of apprentices under the Apprentices Act 1961.
- d) What does provision of “Overtime” means under Minimum Wages Act 1948
- e) Define “Unfair Labour Practises” under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971
- f) What does provision of “Wages in Kind” means under Minimum Wages Act 1948.
- g) State any two duties of Industrial Court under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971
- h) State the qualification of being engaged as an apprentice under the Apprentices Act 1961.

Q2) Solve any two questions

[2×5=10]

- a) What are the provisions of the Payment of Gratuity Act, 1972 relating to nomination by an employee?
- b) What provisions have been made in the Payment of Gratuity Act, 1972 with regards to determination of the amount of gratuity and its payment as well as its recovery in case of non - payment by the employer?
- c) What are the Power of Investigating Officers under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971

P.T.O.

Q3) Solve any one question [10]

- a) Enumerate the various unfair labour practices on the part of employers under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
- b) State the provisions relating to “Illegal Strike” under the Maharashtra Recognition of Trade Union and Prevention of Unfair Labour Practices Act, 1971.

Q4) Solve any one question [10]

- a) State the obligation of Employer , both in the case of major and minor Trade Apprentices under the Apprentices Act, 1961
- b) State the rules regarding hours of work, overtime, leave and holidays of apprentices under the Apprentices Act 1961

Q5) Solve any one question [10]

- a) Explain the provisions related to wages of worker who works for less than normal working days and wages in kind under Minimum Wages Act, 1948.
- b) Discuss the provisions of Minimum Wages Act, 1948 relating to composition of Advisory Board and Central Advisory Board.



Total No. of Questions : 5]

SEAT No. :

PC-3161

[Total No. of Pages : 2

[6381] - 306

M.B.A. HUMAN RESOURCE DEVELOPMENT

306 UL: Rewards & Recognitions

(Revised 2020 Pattern) (Semester - III)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Answer any 5 (2 marks each) :

- 1) Mention factors affecting level of pay.
- 2) Define Reward management
- 3) State Intrinsic rewards
- 4) Identify extrinsic rewards
- 5) Define 'Knowledge workers'
- 6) Describe "Trade Union"
- 7) Define employee recognition term
- 8) Explain employee motivation

Q2) Answer any 2 (5 marks each) :

- 1) Explain types of grade pay
- 2) Paraphrase "Reward systems in India"
- 3) Compare reward management of "sales & customer service staff" & "Knowledge workers".

P.T.O.

Q3) Answer any 1 (10 marks each) :

- 1) Relate “Impact of employee recognition on employee motivation”
- 2) Illustrate “Impact of environment on reward management

Q4) Answer any 1 (10 marks each) :

- 1) Illustrate importance of employee reward system is raising level of performance.
- 2) Complete motivation morale & recognition management

Q5) Answer any 1 (10 marks each) :

- 1) Design reward management scheme for directors & senior executives.
- 2) Write an “International reward system”.



Total No. of Questions : 5]

SEAT No. :

PC-3162

[Total No. of Pages : 2

[6381]-307

M.B.A. (HRD)

307-UL : Instruments in HRD

(Rev. 2020) (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 the following :

[10]

- a) Define HR competency.
- b) What do you mean by Training?
- c) Define Locus of control.
- d) What do you understand by performance management system?
- e) What is MAO - B?
- f) What is career planning?
- g) What is MBTI?
- h) What is organisational Psychology?

Q2) Attempt any Two Questions :

[10]

- a) What are the objectives and importance of career planning.
- b) Explain the importance of Performance Management.
- c) Elaborate the role and objective of Training.

P.T.O.

Q3) a) Explain in detail the need, scope of HRD Tools. Also discuss the stages in designing HRD Tools. **[10]**

OR

b) What is HRD? How does HRD affects individual, group and organisational effectiveness.

Q4) a) 'Belbins team roles' an effective tool of HRD? Discuss with suitable example. **[10]**

OR

b) Explain in detail MAO - B framework.

Q5) a) Why there is a need of measuring HR capabilities of an organisation? **[10]**

OR

b) Write a detailed note on HR framework and competency based HR.



Total No. of Questions : 5]

SEAT No. :

PC3163

[Total No. of Pages : 2

[6381]-308

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

308 UL : BEST PRACTICES IN HR

(Revised 2020 Pattern) (Semester - III)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Solve any Five (2 marks each)

[5×2=10]

- a) What is HR Audit?
- b) What is Balance scorecard.
- c) Define HR Accounting.
- d) Define knowledge management.
- e) What are pre requisites of HR Audit.
- f) What is sustainability.
- g) What are the various costs in HR Accounting.
- h) What are the Balance scorecard parameters

Q2) Solve any 2 (5 marks each)

[2×5=10]

- a) Explain the importance of Balance scorecard.
- b) Discuss the importance of HR Audit in an organization.
- c) What are the types of HR Accounting.

P.T.O.

Q3) Solve any one.

[10]

- a) What is covered in HR Audit? How do you prepare an HR audit report?
- b) Explain the four perspectives of Balance scorecard. State the advantages and disadvantages of Balance scorecard.

Q4) Solve any one

[10]

- a) What is the importance and challenges of HR accounting.
- b) You are appointed as an HR manager of an startup IT company. The task assigned to you is conducting HR accounting for Recruitment, Selection and onboarding. Discuss in detail what cost will you take into consideration and why?

Q5) Solve any one

[10]

- a) Discuss with suitable example the best practises in recruitment and employee engagement which can be used in an organization. Give suitable examples.
- b) Discuss with the help of suitable example how can we achieve sustainable development in an organization using HR best practise.



Total No. of Questions : 5]

SEAT No. :

PC-3164

[Total No. of Pages : 2

[6381]-401

M.B.A. (Human Resource Development)
401GC: COMPETENCY MAPPING AND CAREER
DEVELOPMENT
(Revised 2020) (Semester - IV)

Time : 2 ½Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Define the terms given below (Any 5):

[5 × 2 = 10]

- a) KSA(Knowledge, Skill & Attitude)
- b) Competency mapping.
- c) Career development
- d) Mentoring
- e) HR Generic Competency Model
- f) Supervisory Generic Competency Model
- g) Trait & Self-Concept
- h) EVA

Q2) Answer the question (Any 2):

[2 × 5 = 10]

- a) Trace the History and evolution of the concept of 'Competency'.
- b) Explain the difference between operant and respondent traits of competency.
- c) Differentiate between Career Paths and Career Transitions.

Q3) Answer the question (Any 1):

[1 × 10 = 10]

- a) How do differentiating competencies contribute to setting high-performing individuals apart from others?
- b) Explain how the Delphi Technique can be applied to develop a competency framework for a specific role.

P.T.O.

Q4) Answer the question (Any 1):

[1 × 10 = 10]

- a) Evaluate the potential benefits and challenges of using 360-degree feedback for competency assessment.
- b) How do functional or technical competencies differ from other types of competencies, and why are they particularly important in certain roles?

Q5) Answer the question (Any 1):

[1 × 10 = 10]

- a) Explain the importance of innovative career initiatives for both employees and employers. Also elaborate the methods used by employer to enhance employee career.
- b) Elaborate the contribution of mentoring programs towards employee development? Justify your answer with suitable example.



Total No. of Questions : 5]

SEAT No. :

PC3165

[6381]-402

[Total No. of Pages : 2

M.B.A. - II (HRD)

402-GC : PR & CORPORATE COMMUNICATION

(Revised 2020 Pattern) (Semester - IV)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Attempt any five.

[5×2=10]

- a) What is the objective of Public Relation.
- b) What does Corporate Advertising concentrate on.
- c) Which form of communication is most effective in changing pre-disposition towards an issue.
- d) Which communication media should be used for reading multiple at the same time.
- e) When and why is video conferencing used?
- f) What is the first step in planning a publicity campaign.
- g) Define corporate identity.
- h) What is 'House Journal'.

Q2) Attempt any two.

[2×5=10]

- a) Write a short note on "Corporate image".
- b) What is the role of PR officer.
- c) What are the important elements to be considered while preparing a PR budget.

P.T.O.

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

OR

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

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' and 'Corporate Identity'. Comment.

Q5) a) What are the features of a successful News letter? What are the benefits to an organisation for publishing the news letter. **[10]**

OR

b) Discuss the role of the PR Department in organisational crisis.

x x x

Total No. of Questions : 5]

SEAT No. :

PC-3166

[Total No. of Pages : 2

[6381]-403

M.B.A. (Human Resource Development)

403 GC : LABOUR LAWS - IV

(Rev. 2020) (Semester - IV)

Time : 2 ½Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Answer any 5 out of 8 :

[5 × 2 = 10]

- a) Who is a office bearer as per trade union Act.
- b) Define Establishments as per bonus Act.
- c) Extent of Information Technology Act in India.
- d) Any 2 powers of state commission in Human Rights Act.
- e) Define Trade Union.
- f) What is Amalgamation of Trade union.
- g) Define public key as per IT Act.
- h) When did Human rights Act come in to force.

Q2) Answer any 2 out of 3 :

[2 × 5 = 10]

- a) Discuss in detail about the human rights court as per chapter - IV of Human Rights prevention.
- b) Write about notice of change of name under trade union Act.
- c) What is Digital Signature. What is the eligibility and procedure to apply for the same.

Q3) Answer the following :

[1 × 10 = 10]

- a) What are the permissible deductions from gross profits under bonus Act to arrive to available surplus? Also state the eligibility to bonus under the Act.

OR

- b) Write in detail about the constitution of state human rights commission. Also discuss its function.

P.T.O.

Q4) Answer the following :

[1 × 10 = 10]

- a) State any 5 major offences and penalties as per information technology Act 2000.

OR

- b) Explain the registration process of Trade union also discuss the privileges available for registered Trade Union.

Q5) Answer the following :

[1 × 10 = 10]

- a) Explain the provisions related to appeals mentioned in trade union Act.

OR

- b) Explain the provisions related to set-on & set-off as per Bonus Act.



Total No. of Questions : 5]

SEAT No. :

PC-4855

[Total No. of Pages : 2

[6381]-404

M.B.A. (HRD)

404GC : CASES IN HR

(Rev. 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) Define Performance Appraisal
- b) Define recruitment?
- c) What do you mean by CSR
- d) Define a Wage Agreements
- e) What do you mean by Career Planning
- f) What is layoff
- g) What do you mean by VRS?
- h) What are appraisal methods?

Q2) Answer any 1 :

[10]

- a) What is career-based performance management? Write in brief about the different stages of performance management.
- b) Enlist the common labour laws and how will you prevent them.

P.T.O.

Q3) Answer any 1 :

[10]

- a) Describe in brief the process of designing and implementation of training & development programme.
- b) Elaborate on competency-based management and state the benefits of adopting a competency-based performance management system.

Q4) Solve any 1 :

[10]

- a) What Is a Voluntary Retirement Scheme and how does it work.
- b) Enlist the different types of corporate social responsibility and how can companies integrate different types of CSR initiatives into their overall strategy.

Q5) Answer any 1 :

[10]

- a) What is a reward system in performance management? State the relationship between reward system and employee performance?
- b) What is staffing? Describe the different steps of staffing.



Total No. of Questions : 5]

SEAT No. :

PC-3167

[Total No. of Pages : 2

[6381]-405

M.B.A.

HUMAN RESOURCE DEVELOPMENT

405 UL : International HR

(Revised 2020 Pattern) (Semester - IV) (Credit System)

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 options.*

Q1) Solve any Five

[5 x 2 = 10]

- a) Define the term compensation.
- b) "Globalization" Discuss.
- c) What is Global Talent Search?
- d) Explain "Cultural Shock"
- e) Define - PCN
- f) Explain the term Expatriate.
- g) Define Human Resource Outsourcing.
- h) Explain the term Repatriation.

Q2) Solve any Two

[2 x 5 = 10]

- a) Discuss the various sources of International Recruitment.
- b) What are the recent trends in international staffing?
- c) Explain the variables which influencing the compensation.

P.T.O.

Q3) Solve any One . [10]

- a) Define Globalization & discuss in details the drivers of Globalization, give suitable examples.
- b) Elaborate the issues in staff selection in the international context, explain the various strategies to tackle these problems/issues.

Q4) Solve any One . [10]

- a) Managing Repatriation is an important function of HR manager in the International context "Discuss in details.
- b) Explain the various issues in Internal Compensation and why it is important to have an effective compensation strategies for the International Human Resource.

Q5) Solve any One . [10]

- a) Discuss the significance of performance appraisal of international employees, give suitable examples.
- b) "Trade Union has an important role in multinationals" Discuss in details.



Total No. of Questions : 5]

SEAT No. :

PC-3168

[Total No. of Pages : 2

[6381] - 406
M.B.A. (HRD)
406 UL: Collective Bargaining
(Rev. 2020 Pattern) (Semester - IV)

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 5 :

[5 × 2 = 10]

- a) Define the term 'Collective Bargaining'.
- b) What do you mean by wages setting under collective Bargaining.
- c) What is conflict under collective Bargaining?
- d) What are the levels of Bargaining?
- e) What is the conciliation machinery?
- f) Write the concept of Negotiation
- g) Define Bargaining unit
- h) What does it mean to bargain in "Good faith"?

Q2) Solve any 2 :

[2 × 5 = 10]

- a) Write the difference between collective Bargaining and the Indian Industrial relations system. Explain difficulties in the Bargaining Process.
- b) Explain the consequences and impact of respecting freedom of association and the right to collective Bargaining.
- c) Describe conflict choice model of Negotiation.
- d) Explain the conditions for the success of collective Bargaining

P.T.O.

Q3) Solve any one :

[10]

- a) The goal of negotiation is to alter the current situation. This makes a major contribution to the development of businesses. To what extent does management of administration bear responsibility if unions have negotiated unjust agreements? What would you advise them.

OR

- b) Elaborate collective Bargaining and the Indian Industrial Relations system.

Q4) Solve any one :

[10]

- a) Explain an importance of employee and employee relationship to negotiate an agreement as part of the process of collective Bargaining? How can companies protect the right to C.B.?

OR

- b) Describe the negotiation process in detail What constitutes an Effective Negotiation?

Q5) Solve any one :

[10]

- a) Can you provide advice on how to establish a protocol for relations between management and employees? Specifically, What components and processes make up and industrial relation system?

OR

- b) Negotiations aim to change the status quo which is essential for businesses to succeed. If unions have negotiated unfair agreements, then what responsibility does management or the government have for approving these terms? What do you think they agree?

