

Total No. of Questions : 5]

SEAT No. :

PC-5126

[Total No. of Pages : 2

[6381]-1
F.Y.M.B.A. (HRD)
101 GC : Principle and Practice of Management
(2024 Pattern) (Semester - I)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates :

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

Q1) Answer any five out of Eight (2 marks each)

[10]

- a) Who is the Father of Administrative Management?
- b) What is the first step in a control process?
- c) State the significance of management.
- d) List the different levels of management.
- e) What are the principle of MBO?
- f) Define decision-making.
- g) Name any two organizational structures.
- h) Mention two steps in the staffing process.

Q2) Answer any two out of three (5 marks each)

[10]

- a) Explain the importance of planning in management.
- b) Compare and contrast centralization and decentralization.
- c) Discuss the various functions of management.

P.T.O.

Q3) Answer any one of out of two. (10 marks)

[10]

- a) Elaborate on the steps involved in the decision making process.
- b) Describe the role and functions of a supervisor in the directing function.

Q4) Answer any one out of two. (10 marks)

[10]

- a) Explain the concept, importance and process of controlling in management.
- b) Analyze the features of virtual organizational structures and their relevance in today's business environment.

Q5) Answer any one out of two. (10 marks)

[10]

- a) Discuss the impact of globalization and innovation on current management practices.
- b) Elaborate the contribution of F.W. Taylor in the development of management.



Total No. of Questions : 5]

SEAT No. :

PC5057

[Total No. of Pages : 2

[6381]-2

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

102-GC-02 : ORGANIZATIONAL BEHAVIOUR

(2024 Credit Pattern) (Semester - I)

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) Solve any five questions (2 marks each) :

[10]

- a) Name Four Models of Organizational Behaviour.
- b) Define Attitude.
- c) Name the Myers-Briggs Type Indicators.
- d) Define Learning.
- e) Define Social Perception.
- f) What is EQ
- g) Name any two types of Conflict.
- h) List two common causes of work stress.

Q2) Solve any two out of the three questions : (5 Marks each)

[10]

- a) “Goal setting leads effective organizational performance”. Discuss.
- b) Discuss various barriers of changing attitude.
- c) Illustrate the Equity Theory of Work Motivation.

P.T.O.

Q3) a) Define Motivation & Explain two factor theory of Motivation with relevant examples. **[10]**

OR

b) Define Leadership; Discuss the significance of contemporary leadership. **[10]**

Q4) a) What is Conflict and explain the importance of conflict resolution techniques for effective employee performance. **[10]**

OR

b) Creating positive organizational culture is important in the context of organizational sustainability. **[10]**

Q5) a) “Change is inevitable” explain the statement in the context of organizational Change & its significance in today’s era. **[10]**

OR

b) Dealing with an Employee resistance is a critical step in the process of implementation of change. **[10]**



Total No. of Questions : 5]

SEAT No. :

PC-5189

[Total No. of Pages : 2

[6381]-3

M.B.A. (HRD)

**GC-03: Economics for Human Resource Management
(2024 Pattern) (Semester - I)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Write answers in short. (Solve any 5 out of 8)

[5 × 2 = 10]

- a) Explain the term “Labour Market” and its importance in the economy.
- b) How does the supply of labour relate to the growth of the labour force?
- c) What is the significance of elasticity in the demand for labour?
- d) Differentiate between probation and permanent employment contracts.
- e) What are contingent contracts? How do they benefit employers and employees?
- f) Discuss the role of wage boards in determining fair wages.
- g) What are the key employee benefits provided under labour legislation?
- h) Explain the concept of fringe benefits and their role in compensation management.

P.T.O.

Q2) Solve any 2 out of 3 :

[2 × 5 = 10]

- a) Explain the concept of wage differentials and how they are influenced by region, sex, and skills.
- b) Discuss the role of employee benefits in enhancing job satisfaction and retention.
- c) What is a compensation system? Explain its importance in the context of employee motivation and retention.

Q3) Solve any one :

[10]

- a) Explain the different types of compensation, including base pay, incentives, and fringe benefits. How do they contribute to overall employee satisfaction?
- b) Discuss the challenges in implementing minimum wages and how organisations can address these issues.

Q4) Solve any one :

[10]

- a) What are the key issues related to employee discrimination? Discuss the legal measures against workplace discrimination.
- b) How has labour mobility changed since the 1991 LPG reforms? Discuss the impact on labour markets and migration patterns.

Q5) Solve any one :

[10]

- a) Discuss the role of compensation and incentives as a retention strategy in multinational organisations.
- b) What is strategic compensation planning? How does it help organisations align their compensation system with business goals?



Total No. of Questions : 5]

SEAT No. :

PC-5190

[Total No. of Pages : 2

[6381]-4
M.B.A. (HRD)
104 GC: HUMAN RESOURCE MANAGEMENT
(2024 Pattern) (Semester - I)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

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

[10]

- a) Define HRIS
- b) Define the term trade union.
- c) Describe the term wage and salary
- d) Explain the term collective Bargaining.
- e) What is meaning of Performance counselling.
- f) Define the term job specification.
- g) Explain in detail KAIZEN
- h) Define the term Placement.

P.T.O.

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

[10]

- a) Training is not an expense to organization but its long term investment for employees. Write in brief.
- b) Write the types of interview techniques why it is essential to design and conduct an effective interview.
- c) Differentiate between organizational strategies and global strategies.

Q3) Answer a or b question from below (any one) :

[10]

- a) Describe the importance to measure the performance of an employee. Brief the role of manager in counselling coaching and mentoring.
- b) Write in brief “employee safety and statutory provisions of safety in India”.

Q4) Answer a or b question from below (any one) :

[10]

- a) “Succession planning is need for todays corporate word. Illustrate with 2 examples of successful companies in succession planning.
- b) What do you understand by separation? Explain different types of separations.

Q5) Answer a or b question from below (any one) :

[10]

- a) Elucidate the attributes and characteristics required for a HR manager in changing enviornment.
- b) Enumerate the sources of recruitment practice followed in the industries What are the advantages and disadvantages.



Total No. of Questions : 5]

SEAT No. :

PC-4858

[Total No. of Pages : 2

[6381]-5

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

GC 05 : LABOUR LAW - I

(2024 Pattern) (Semester - I)

Time : 2 ½Hours]

[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) What is the meaning of “young person” under the Factories Act, 1948?
- b) Define the term “factory” under the Factories Act, 1948.
- c) Name any two objectives of the Payment of Wages Act, 1936.
- d) What are two key responsibilities of employers under the Bombay Shops and Establishments Act, 1948?
- e) What is ILO? At present, how many member states are there in ILO.
- f) Mention any two benefits of Standing Orders in the workplace.
- g) List any two categories of workers covered under the Factories Act, 1948.
- h) Highlight two major objectives of the Industrial Employment Standing Orders Act, 1946.

Q2) Solve any two :

[2 × 5 = 10]

- a) Explain the main provisions of the Factories Act, 1948 related to Scope and definition of young person and calendar year.
- b) Discuss the importance of Standing Orders in maintaining workplace discipline.
- c) Elaborate the role of National Labour Commissions.

P.T.O.

Q3) Solve any one :

[1 × 10 = 10]

- a) Explain the procedure for certifying and posting of Standing Orders under the Industrial Employment Standing Orders Act, 1946.
- b) Discuss the provisions regarding health and safety under the Factories Act, 1948.

Q4) Solve any one :

[1 × 10 = 10]

- a) Schematically explain the provisions related to registration of establishments and working hours of Restaurants and theatres under the Bombay Shops and Establishments Act, 1948.
- b) What are permissible and non-permissible deductions under the Payment of Wages Act, 1936?

Q5) Solve any one :

[1 × 10 = 10]

- a) Outline the provisions related to approval, working hours of young workers and registration of factories under the Factories Act, 1948.
- b) India has been one of the Founder members of ILO. Comment on the rapid changing industrial scenario and the role of ILO in today's context.



Total No. of Questions : 5]

SEAT No. :

PC-4859

[Total No. of Pages : 2

[6381]-6

F.Y. M.B.A. (Human Resource Development)
GC 06 : ORGANIZATIONAL DEVELOPMENT
(2024 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) :

[5 × 2 = 10]

- a) What do you mean by organisational development?
- b) What is values in the organisational development?
- c) What are the basic components of OD?
- d) Write the contribution of McGregor in organisational development?
- e) What is the contrubution of Kurt Lewin in O.D?
- f) What is employee participation and empowerment?
- g) State an organizational restructuring approach.
- h) Write the concept of change management.

Q2) Solve any two of the following :

[2 × 5 = 10]

- a) Explain in detail parallel learning structures.
- b) Elaborate the significance of participation and empowerment for businesses.
- c) Describe methods of obtaining diagnostic information in Organizational Development.

P.T.O.

Q3) Solve any one of the following :

[1 × 10 = 10]

- a) Explain the process of organisational development with example.
- b) Elaborate the role of change agents in organisational development.

Q4) Solve any one of the following :

[1 × 10 = 10]

- a) Describe interpersonal and group personal approaches of Human Process interventions.
- b) Elaborate a group process approach with all components for an insurance company.

Q5) Solve any one of the following :

[1 × 10 = 10]

- a) Elaborate a performance management system for an IT company.
- b) Explain the role of talent management in research institution.



Total No. of Questions : 5]

SEAT No. :

PC5058

[6381]-7

[Total No. of Pages :2

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

GC-07-107(UL) : PERSONNEL ADMINISTRATION SYSTEM

(2024 Credit Pattern) (Semester - I)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All questions are compulsory.*
- 2) Each question carries 10 marks.*
- 3) Each question has an internal options.*
- 4) Figures to the right indicate internal marks for that Question.*
- 5) Your answer should be specific and to the point.*
- 6) Support your answer with suitable live examples.*
- 7) Draw neat diagrams & illustrations supportive to your answer.*
- 8) Use of calculators is permitted (as applicable).*

Q1) Answer any five out of eight questions.

[10]

- a) What is the purpose of personnel policy?
- b) What are the duties of a time office?
- c) What are the types of absenteeism?
- d) Which are registers maintained by HR department?
- e) How is communication used in HR?
- f) What is difference between promotion and transfer?
- g) Define Job analysis.
- h) What are the two purposes of a memo?

Q2) Answer any two:

[2×5=10]

- a) Draft a transfer letter to a manager of bank.
- b) What are the factors to consider when designing salary structure of employees in manufacturing sector?
- c) Write note on procedure for conducting domestic enquiry.

P.T.O.

Q3) a) Why is it necessary in an organisation for job rotation? Comment with examples your own views. **[10]**

OR

b) How do you write a show cause notice? **[10]**

Q4) a) Draft a chargesheet for theft of goods (raw materials/finished goods). **[10]**

OR

b) What is Professional Tax and why is it necessary to deduct Professional Tax? **[10]**

Q5) a) Define Gratuity. Write the procedure for penalties for an employer if he fails to pay Gratuity on time. **[10]**

OR

b) What are some examples of job enlargement, job analysis and job description? **[10]**



Total No. of Questions : 5]

SEAT No. :

PC4860

[6381]-8

[Total No. of Pages :2

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

GC-08 : INDIAN KNOWLEDGE SYSTEMS

(2024 Pattern) (Credit Pattern) (Semester- I)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Answer any 5 out of 8 (02 marks each):

[10]

- a) Define the concept of Dharma.
- b) Define the concept of Artha in the context of leadership.
- c) Define emotional intelligence.
- d) List two conflict resolution strategies.
- e) Define the concept of jugaad.
- f) What are the characteristics of family-owned businesses in India?
- g) Define the concept of Karma in the context of work-life balance.
- h) What role does self-awareness play in effective leadership.

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

[10]

- a) Discuss the key teachings of the Bhagavad Gita that can influence organizational culture.
- b) Examine the philosophical foundations of Indian Knowledge Systems compared to Western Management Theories.
- c) Analyze the differences between the Jugaad innovation model and conventional innovation frameworks.

Q3) Answer any 1 out of 2 (10 marks each):

[10]

- a) Evaluate the leadership qualities of Chhatrapati Shivaji Maharaj and their relevance to modern leadership practices.
- b) Discuss the challenges and opportunities faced by family-owned businesses in India.

P.T.O.

Q4) Answer any 1 out of 2 (10 marks each): **[10]**

- a) Evaluate the role of ethics and values in leadership as emphasized in the Bhagavad Gita and provide examples of how these can be applied in modern organizations.
- b) Discuss the role of technology and globalization in shaping traditional business practices in India.

Q5) Answer any 1 out of 2 (10 marks each): **[10]**

- a) Design a leadership development program that incorporates emotional intelligence and self-management principles from the Bhagavad Gita.
- b) Create a detailed strategic plan to implement Jugaad innovations in a specific sector of your choice.

