

Total No. of Questions : 5]

SEAT No. :

PE-1874

[Total No. of Pages : 2

[6552]-101
F.Y. M.B.A. (HRD)
GC-101 : PRINCIPLE AND PRACTICE OF
MANAGEMENT
(REV. 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 (2 marks each) :

- a) List any 2 steps in decision making.
- b) Mention the importance of planning?
- c) Define span of control.
- d) Write the significance of corporate governance.
- e) What are the different types of plans used in the planning function?
- f) Mention the role of a supervisor in the directing function.
- g) List out any two points about universality of management.
- h) List out any four attributes/skills required for managers.

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

- a) Discuss the significance of globalization in modern management practices.
- b) Explain the various types of network organizations and their impact on innovation.
- c) What are the features of the controlling function in management and why is it important for organizational success?

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

- a) Explain the different schools of management thought, focusing on the Behavioral Approach and the Systems Management Theory.
- b) Explain in detail the Mintzberg's managerial roles.

P.T.O.

Q4) Answer 1 out of 2 questions (10 marks each) :

- a) Discuss the key principles of organizing and how they contribute to efficient management within an organization.
- b) Explain the role of planning in strategic management. How does it align with organizational goals and objectives?

Q5) Answer 1 out of 2 questions (10 marks each) :

- a) Analyze the staffing process and describe the steps involved, including recruitment, selection and training.
- b) Discuss the importance of motivation and communication in the directing function of management.



Total No. of Questions : 5]

SEAT No. :

PE-1875

[Total No. of Pages : 2

[6552]-102

M.B.A. (HRD)

GC-02-102 : ORGANIZATIONAL BEHAVIOUR

(Rev. 2020) (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) Disciplines that contribute to the field of OB.
- b) List two characteristics of perception.
- c) What are different types of groups?
- d) What are the meaning sources of conflict?
- e) What do you understand by work life balance?
- f) Differentiate between IQ and EQ.
- g) What are the different types of organizational change?
- h) What are the functions of organizational culture?

Q2) Solve any two out of the three questions (05 Marks Each) :

[10]

- a) Define organizational behavior and explain its significance in today's business environment.
- b) According to Frederick Herzberg, what are the two main categories of factors that influence motivation.
- c) What are the key dimensions of cultural diversity that can impact the workplace?

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

[10]

- a) Explain in detail Contemporary Theories of Motivation.
- b) Explain in detail the concept 'How to overcome the Resistance to Change'.

P.T.O.

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

- a) Elaborate on 'The Five -Stage Model of Group Development'?
- b) Discuss the various Conflict Management Approaches?

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

- a) Explain in detail 'The Big Five personality model'.
- b) Explain in detail with relevant examples the relationship between behavior and attitude.



Total No. of Questions : 5]

SEAT No. :

PE1876

[Total No. of Pages : 2

[6552]-103

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 carry equal marks.*
- 2) *Figures to the right indicate full marks.*

Q1) a) Discuss the factors affecting labour demand in various industries. How do technological advancements and economic conditions influence employers' demand for labour? Provide relevant examples.

OR

- b) Explain the concept of retirement and discuss its significance for both individuals and organizations.

Q2) a) Explain the concept of wage determination. Discuss how market forces of demand and supply influence wage levels in competitive labour markets.

OR

- b) Discuss how changing market conditions, such as globalization, technological advancements, and economic recessions, affect wage levels and employment opportunities across different industries.

Q3) a) Discuss the circumstances under which organizations might prefer a straight pay system versus a variable pay system. How do these pay systems impact employee motivation and performance?

OR

- b) Analyze the effectiveness of compensation strategies in enhancing the engagement and productivity of older employees. Provide examples to support your analysis.

P.T.O.

Q4) a) Discuss the economic, social, and political factors that drive worker migration.

OR

b) Analyze how globalization after the 1991 economic reforms affected international labour mobility for Indian workers.

Q5) a) Discuss the various factors that contribute to employee discrimination in the workplace.

OR

b) Explain the significance of laws against workplace discrimination. Discuss how these laws address issues.



Total No. of Questions : 5]

SEAT No. :

[Total No. of Pages : 2

PE1877

[6552]-104

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

104 GC : 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) Answer any 5 out of 8 questions. (2 marks each).

[10]

- a) Explain the term Kaizen.
- b) Define compensation.
- c) Explain the term Lay off.
- d) Define the terms promotion and transfer.
- e) Describe the meaning of training and development.
- f) What is performance mentoring?
- g) Define the term induction.
- h) What is succession planning?

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

[10]

- a) Explain the role of HR manager in organization and qualities of successful HR.
- b) “Assessment centre is a modern method to measure performance management in the organization.” Comment on the statement.
- c) Differentiate between Human Resource Management and personel management.

P.T.O.

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

- a) What do you understand by separations? Explain different types of separations.

OR

- 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) Comment “Appraisal plays important role to understand individual and organizational performance in the organization.”

OR

- b) What do you mean by Job Analysis? Explain the process of job analysis. Explain various methods of collecting information for job analysis.

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

- a) Explain the term ‘Dispute settlement’. Explain in brief different machineries of dispute settlement.

OR

- b) “Money spend on Training is not on expenditure but an investment”. Explain.



Total No. of Questions : 5]

SEAT No. :

PE1878

[Total No. of Pages : 2

[6552]-105

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

GC-105 : LABOUR LAWS - I

(Revised 2020 Pattern) (Semester - I)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Answer any five out of eight (Each question for 2 Marks) : **[10]**

- a) Define the term Factory as per Factories Act, 1948.
- b) Define Certifying Authority as per Industrial Employment (Standing Orders) Act, 1946.
- c) Need of Labour Law (Any 2).
- d) Define “Wages” as per Payment of Wages Act, 1936.
- e) Define manufacturing process as per Factories Act, 1948.
- f) Define shops as per Bombay Shops and establishment Act, 1948.
- g) Any two objectives of Bombay Shops and establishment Act, 1948.
- h) Any two objectives of Factories Act, 1948.

Q2) Answer Any Two out of Three (05 Marks Each) : **[10]**

- a) Wage period and Time of payment of wages
- b) Role of ILO
- c) Posting of standing order

P.T.O.

Q3) a) What are the various provisions for the Welfare Measures contemplated under the Factories Act, 1948? **[10]**

OR

b) What are the Health provisions under Factories Act, 1948?

Q4) a) Explain any five Deductions from the wages of an employed person which shall be made only in accordance with the provisions of the Payment of Wages Act, 1936. **[10]**

OR

b) Define “Wages” and explain penalty for offences under the Payment of Wages Act, 1936.

Q5) a) Explain Health and Safety provisions under Bombay Shop and Establishment Act, 1948. **[10]**

OR

b) An employee working in a shop raises a dispute regarding the category of establishment. How can this dispute be resolved under the Bombay Shops & Establishment Act?



Total No. of Questions :5]

SEAT No. :

PE1879

[Total No. of Pages : 2

[6552]-106

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

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 question carries equal marks.*
- 3) *Figures to the right indicate full marks.*

Q1) Solve any five questions.

[10]

- a) Which one of the following is the most damaging problem with the secondary data?
 - i) It may not be correct
 - ii) It may not be complete
 - iii) It may not be current
 - iv) It may not be relevant
- b) Which one of the following is the synonym for dependent variable?
 - i) Output
 - ii) Criterion
 - iii) Effect
 - iv) All the above
- c) Define Research design.
- d) List the stages in the Research process.
- e) Which of the following is not a type of non-comparative scale?
 - i) Likert
 - ii) Rank Order
 - iii) Semantic Differential
 - iv) None of the above
- f) What is validity of an instrument?
- g) Explain extraneous variable.
- h) What is univariate analysis

P.T.O.

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

- a) Summarize Type I and Type II error.
- b) Describe the Process of Research.
- c) Distinguish between inductive and deductive research.

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

- a) List and scrutinize any non-probability sampling methods with their relative merits and drawbacks.

OR

- b) HR Department wants to evaluate its performance and wants to know how well they are serving employees. Prepare a questionnaire to evaluate performance of HR Department.

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

- a) What is research hypothesis? What are the good qualities of a hypothesis? State different types of hypothesis.

OR

- b) Describe in detail:
 - i) Graphic rating scale
 - ii) Semantic Differential Scale
 - iii) Ranking Scale
 - iv) Constant Sum Scale

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

- a) In what sense, qualitative research is different from quantitative research.

OR

- b) What does Experimental Research Design mean? Describe control group and test group in brief.



Total No. of Questions : 5]

SEAT No. :

PE1880

[Total No. of Pages : 2

[6552]-107

First Year M.B.A. (Human Resource Development)
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) Your answer should be specific and to the point.*

Q1) Answer any five out of eight questions.

[10]

- a) Define the term personnel administration.
- b) Explain the term personnel policy.
- c) Bring out the role of time office.
- d) What are the statutory registers?
- e) Highlight the significance of leave records.
- f) Increasing the number and variety of tasks assigned to job is called ____.
 - i) Job rotation
 - ii) Job enlargement
 - iii) Job enrichment
 - iv) (i) & (iii)
- g) A job analysis may answer the question “ What skills are needed to perform the activities?”
 - i) True
 - ii) False
- h) Which of the following is a written statement of the skills, knowledge, abilities and other characteristics needed to perform a job effectively?
 - i) Job design
 - ii) Job specification
 - iii) Job analysis
 - iv) Job description

P.T.O.

Q2) Answer any two.

[2×5=10]

- a) Explain domestic enquiry and elements involved in domestic enquiry.
- b) Draft a promotion letter to a worker promoting him to supervisory grade.
- c) What are the factors to consider when designing salary structure of employees in manufacturing sector.

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

OR

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

Q4) a) Differentiate between job specification and job description. **[10]**

OR

- b) Write short notes on: **[10]**
 - i) Job analysis
 - ii) Job rotation

Q5) a) Explain the calculations & documentation of statutory returns. **[10]**

OR

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



Total No. of Questions : 5]

SEAT No. :

PE1881

[6552]-108

[Total No. of Pages : 2

M.B.A. (HRD)

108 UL : ENTREPRENEURSHIP AND NEW VENTURE

PLANNING (Theory)

(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) Distinguish Between Entrepreneur & Entrepreneurship.
- b) Name the various types of Entrepreneur.
- c) List the problems faced by during various stages of the venture.
- d) Re call the sources of innovation.
- e) List sources of Business Ideas.
- f) Define the term a woman entrepreneur.
- g) State the 5 forms of social entrepreneur.
- h) List 4 characteristic of successfull entrepreneurs.

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

[10]

- a) EDP programmes
- b) Entrepreneurial Class.
- c) Entrepreneurial Theories

P.T.O.

Q3) Solve any one.

[10]

- a) What is a franchise and How does it work?

OR

- b) Design a marketing plan for a company launching Electric Scooter in India.

Q4) Solve any one

[10]

- a) What do you mean by the venture Capital market? Evaluate the venture Capitalist

OR

- b) Explain in detail venture capital - process.

Q5) Solve any one

[10]

- a) What need to do for intellectual property protection under patents, Trademarks & copyrights?

OR

- b) Give in detail requirements for formation of a Private/Public limited company.

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Total No. of Questions : 5]

SEAT No. :

PE-1882

[Total No. of Pages : 2

[6552]-109

M.B.A. (HRD)

109 UL : ACCOUNTING FOR HR

(Rev. 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.*
- 3) *Each question carries equal marks.*
- 4) *Each question has an internal option.*

Q1) Attempt any **Five** of the following :

[5 × 2 = 10]

- a) Recall the meaning of financial accounting.
- b) What is International Financial Reporting Standards (IFRS).
- c) Define contingent liability.
- d) Define depreciation.
- e) Define income statement.
- f) What is net worth?
- g) Define the concept of prudence in accounting.
- h) Define journal.

Q2) Attempt any **Two** of the following :

[2 × 5 = 10]

- a) Distinguish between activity ratios and coverage ratios.
- b) What is capital structure? Discuss briefly the significance of having an optimal capital structure for a company.
- c) Distinguish between financial accounting and cost accounting.

P.T.O.

Q3) Attempt any **One** of the following : **[1 × 10 = 10]**

- a) Discuss the objectives of cost accounting in a manufacturing company. Explain why cost accounting is important for decision-making.
- b) Define cost. Explain in detail the classification of costs.

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

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

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

- a) What is a flexible budget, and why is it useful for managerial decision-making? Describe the process of preparing a flexible budget and its advantages.
- b) What is a budget? Explain in detail the significance of budgetary control in today's modern business world.



Total No. of Questions :5]

SEAT No. :

PE1883

[Total No. of Pages : 2

[6552]-201

First Year M.B.A. (HRD)

201GC : LABOUR WELFARE

(Revised 2020 Pattern) (Semester-II)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) *Draw neat labelled diagram wherever necessary.*
- 2) *Figure to the right indicate full marks.*
- 3) *All questions are compulsory.*

Q1) Attempt any 05 out of 08:

[10]

- a) Define ILC and state the objectives of its.
- b) Define Labour welfare.
- c) Explain the term Industrial hygiene.
- d) Explain the meaning of welfare.
- e) Explain the term Trade union.
- f) Explain the scheme of public health & sanitation.
- g) Explain the term unemployment benefits?
- h) Explain the role & duties of conciliation officer

Q2) Attempt any 02 out of 03:

[10]

- a) Differentiate between statutory and Non-statutory welfare amenities.
- b) Explain in details the concept of worker participation management.
- c) Write the role of Labour Welfare Officer and the qualification required for it.

Q3) Attempt any 01 out of 02:

[10]

- a) “Worker participation in management” plays arital role in decision making Justify the statement.
- b) Explain the Role of Government and trade union in developing Labour welfare program.

P.T.O.

Q4) Attempt any 01 out of 02: **[10]**

- a) Explain the objectives and different levels of worker participation management.
- b) Define Bombay Labour Welfare Act, 1953 comment the applicability of the same.

Q5) Attempt any 01 out of 02: **[10]**

- a) Explain in detail ILC, state the scope and objectives of ILC.
- b) Write the duties of Labour Welfare Officer Also Explain the function of its.



Total No. of Questions : 5]

SEAT No. :

PE-1884

[Total No. of Pages : 2

[6552]-202
M.B.A. (HRD)
GC-202 : INDUSTRIAL ORGANIZATIONAL
PSYCHOLOGY
(Rev. 2020) (Semester - II)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Answer ANY 5 :

[2marks each]

- 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) Answer ANY 2 :

[5 marks each]

- 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) a) How do you measure effectiveness of testing?

[10]

OR

- b) What are the current trends in I-O psychology?

P.T.O.

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

OR

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

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

OR

b) What are the elements of group dynamics in psychology?



Total No. of Questions : 5]

SEAT No. :

[Total No. of Pages : 2

PE1885

[6552]-203

First Year M.B.A. (HRD)

203GC : INDUSTRIAL 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 five of the following:

[10]

- a) Define workmen.
- b) What is collective Bargaining?
- c) What are the functions of Trade union?
- d) Who can participate in collective bargaining?
- e) What is dispute?
- f) State any 2 importance of employee stock option plans.
- g) Write 2 benefits of workers participation.
- h) Define strike.

Q2) Solve any two:

[10]

- a) What are grievances? Explain the causes.
- b) What would be scope of industrial dispute act.

P.T.O.

Q3) Solve any one:

[10]

- a) Discuss the various approaches of Industry Relations.
- b) Discuss the various rights and duties of a trade union.

Q4) Solve any one:

[10]

- a) How industrial disputes will be resolved as per industrial dispute was 1947?
- b) Explain Grievance handling process in detail.

Q5) Solve any one:

[10]

- a) Discuss the importance of collective Bargaining and explain the process.
- b) What do you mean by Industry Relations? Discuss the significances of good industrial relations in Indian industries.



Total No. of Questions : 5]

SEAT No. :

PE1886

[Total No. of Pages : 2

[6552]-204

First Year M.B.A. (HRD)

204 GC : TRAINING AND 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.*
- 3) *Figures to the right indicate full marks.*

Q1) Define the following terms (any FIVE):

- a) Skill Enhancement
- b) Career Advancement
- c) On-the-Job Training
- d) Competency Enhancement
- e) Training Needs Analysis
- f) Gamification in Learning
- g) Skill Acquisition
- h) Succession Planning

Q2) Answer any TWO:

- a) What are the various methodologies and tools available for conducting a comprehensive training needs assessment within an organization, and how can these methods be applied to identify gaps in employee skills, knowledge, and performance to develop targeted and impactful training programs?
- b) What are the key steps involved in designing and implementing an effective training program within an organization, and how can these steps be tailored to address the unique learning needs of diverse employee groups while ensuring alignment with strategic business goals?
- c) When considering the process of training within a multinational corporation, what are the challenges and opportunities associated with designing and executing training framework that addresses to ensure skill development across various organizational levels?

P.T.O.

- Q3)** a) What are the key considerations and steps involved in designing and implementing a successful training program that addresses the specific learning needs of employees and ultimately contributes to enhanced employee performance and organizational success?

OR

- b) How do organizations leverage Training the Trainer initiatives to build a culture of learning and development.

- Q4)** a) How do organizations ensure that their training program evaluation processes align with industry best practices, regulatory requirements, and internal quality standards.

OR

- b) How does the Kirkpatrick Model of Evaluation help organizations assess the effectiveness of their training programs.

- Q5)** a) What are the various training aids available to enhance learning experiences, and how can organizations strategically leverage these aids.

OR

- b) Explain how does the flexibility of e-learning contribute to the accessibility and effectiveness of online education?



Total No. of Questions : 5]

SEAT No. :

PE1887

[Total No. of Pages : 2

[6552]-205

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

205 GC : LABOUR LAWS - II

(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.*
- 3) *Use necessary diagrams whenever necessary.*

Q1) Solve any five :

[5×2=10]

- a) Define 'Industrial Dispute' under the Industrial Disputes Act.
- b) What is the importance of the 'Provident Fund' under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952?
- c) Explain the penalties under the Maternity Benefit Act for dismissal during pregnancy.
- d) State the provisions related to 'Delegation of Powers' under the ESI Act.
- e) Define 'Closure' under the Industrial Disputes Act.
- f) Mention two key objectives of the Maternity Benefit Act, 1961.
- g) Explain the procedure for claiming sickness benefits under the ESI Act.
- h) Mention two key features of Industrial Disputes Act, 1947.

Q2) Solve any two :

[2×5=10]

- a) Discuss the provisions regarding retrenchment under the Industrial Disputes Act, 1947.
- b) Explain the role of inspectors in ensuring compliance with the Employees' Provident Fund Act.
- c) Summarize the provision regarding leave for miscarriage under the Maternity Benefit Act, 1961.

P.T.O.

Q3) Solve any one :

[1×10=10]

- a) Under what circumstances, an employee can withdraw the entire amount from his/her provident fund and Explain the key provisions of Employees' Provident Fund Scheme.
- b) Discuss in detail about the adjudication process for disputes and claims under the ESI Act, 1948.

Q4) Solve any one :

[1×10=10]

- a) Describe the provisions related to leave for illness arising from pregnancy, medical bonus and explain when the benefit is forfeited under the Maternity Benefit Act, 1961.
- b) State the three main objectives of ESI Act and explain in detail about various benefits provided under the Employees State Insurance Act, 1948.

Q5) Solve any one :

[1×10=10]

- a) Define the term Industrial Dispute. State the power and duties of authorities appointed under Industrial Disputes Act, 1947.
- b) Explain the concept of 'Pregnancy and Workplace Safety' and discuss various kinds of leaves to which a working woman is entitled under the Maternity Benefit Act, 1961.



Total No. of Questions :5]

SEAT No. :

PE1888

[Total No. of Pages : 2

[6552]-206

First Year M.B.A. (HRD)

HR (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 & Carry 10 marks.*
- 2) Figure to the right indicate full marks.*

Q1) Describe in brief: (Any 5)

[5×2=10]

- a) Assets
- b) Profit & Loss Account
- c) Depreciation
- d) Financial intelligence
- e) Accrual
- f) Capital Allocation
- g) Operating Expenses
- h) Fiscal Year

Q2) Write notes on: (Any two)

[2×5=10]

- a) Importance of Financial Intelligence.
- b) Goodwill: Concept & Importance.
- c) Difference between Capital Expenditure & Revenue Expenditure.

Q3) Explain in detail the strategies to be harnessed to improve the financial intelligence of your organization.

[10]

OR

Discuss the liability side of the balance sheet in detail, with suitable illustrations.

P.T.O.

Q4) Narrate with explanations:- “Why balance sheet balances?” [10]

OR

Draw & Explain the format of a Profit & Loss Account.

Q5) Differentiate between Profit & Loss Account & Balance sheet. [10]

OR

Discuss any two financial tools used to make & analyse the business decisions.



Total No. of Questions : 5]

SEAT No. :

PE1889

[Total No. of Pages : 2

[6552]-207

First Year M.B.A. (HRD)

207 UL : 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) *Figures to the right indicate full marks.*

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

- a) Define Blurred boundaries concept.
- b) Explain on boarding process.
- c) Describe Human Capital management.
- d) Explain 5 elements of Human Capital Skills.
- e) Define term lifelong learning.
- f) Explain HR Analytics.
- g) Explain EI.
- h) Define Big data.

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

- a) Summarize habits and personality traits of employees at workplace.
- b) Infer elements of lifelong learnings.
- c) Discover various technological revolution at workplace in HR dept.

Q3) Answer any 1 (each of 10 marks).

- a) Articulate in your words use of AI based system in HR processes of pharma company.
- b) Explain use of Big data in analysing feasible HR solutions.

P.T.O.

Q4) Answer any 1 (each of 10 marks).

- a) Correlate elements of Human Capital-Skills with elements of lifelong learning.
- b) Devise advantages of IT breakthrough at workplace with example.

Q5) Answer any 1 (10 marks each).

- a) Design, lifelong learning skills matrix for employees of IT company.
- b) Write on “changing nature at workplace in IT Era”.



Total No. of Questions : 5]

SEAT No. :

PE1890

[6552]-208

[Total No. of Pages : 2

First Year M.B.A. (HRD)

**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 transformation.
- b) What is planned change?
- c) What is organizational culture?
- d) What is intercultural awareness?
- e) What is Business Process Reengineering?
- f) Write five steps in implementing BPR.
- g) What is informal network?
- h) Define transformational leadership.

Q2) Solve any two of the following :

[2×5=10]

- a) Discuss the ways to sustain Organisational culture explain.
- b) Describe method for overcoming resistance to organization change.
- c) Elaborate the process of implementation of Business Process Reengineering.

Q3) Solve any one of the following :

[1×10=10]

- a) Describe the process of implementing cultural transformation inside an organization with suitable example.
- b) Explain the problems of post-merger integration. How can integration be effectively accomplished?

P.T.O.

Q4) Solve any one of the following :

[1×10=10]

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

Q5) Solve any one of the following :

[1×10=10]

- a) Elaborate Five steps methodology to implement BPR.
- b) Explain concept organization culture. Discuss the role of organization culture in leading change.



Total No. of Questions : 5]

SEAT No. :

PE1891

[Total No. of Pages : 2

[6552]-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) State the essentials of Valid Acceptance.
- b) What is voidable contract?
- c) Tell Nature of LLP.
- d) Define the concept of whistle-blowing.
- e) What is transparency as per RTI act?
- f) What is unlawful agreement?
- g) Define free consent.
- h) Define offer.

Q2) Write short notes on any two. [10]

- a) Indemnity and Guarantee
- b) Bailment and pledge
- c) Law of agency

Q3) Solve any one. [10]

- a) Discuss the Offenses and Penalties under RTI Act, 2005.

OR

- b) Briefly explain the functions of Central Information Commissioner.

P.T.O.

Q4) Solve any one.

[10]

a) Asses the composition powers and duties of competition Commission of India.

OR

b) Discuss the main features of consumer protection Act, 1986.

Q5) Solve any one.

[10]

a) What are the powers of Appellate Tribunal & Special Director (Appeals) as per FEMA?

OR

b) Discuss foreign direct investment in India and abroad.

* * *

Total No. of Questions : 5]

SEAT No. :

PE-1892

[Total No. of Pages : 2

[6552]-301

M.B.A. (HRD)

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 5 terms :

[5 × 2 = 10]

- a) Virtual Hiring
- b) Down-Sizing
- c) Equal employment opportunity
- d) Employee Morale
- e) Cross-Cultural Training
- f) Head Hunting
- g) Learning Organization
- h) VRS (Voluntary Retirement Scheme)

Q2) Answer any Two questions :

[2 × 5 = 10]

- a) Define Global Human Resource Management (HRM) and Domestic HRM. Also highlight the key differences between them.
- b) Explain the challenges faced during mergers and acquisitions.
- c) Explain the impact of emerging technologies such as AI, automation, and analytics on HR functions like recruitment, training, and performance management?

P.T.O.

Q3) Answer any One question : **[1 × 10 = 10]**

- a) Explain the implications of competency mapping for recruitment, training, and performance management processes?
- b) Enumerate behavioural issues in strategic implementation of HR practices.

Q4) Answer any One question : **[1 × 10 = 10]**

- a) Explain the concept of Return on Investment (ROI) in the context of training evaluation?
- b) Explain the rationale behind different separation methods, such as Early retirement plans, VRS, Project based employment, Downsizing, Pink-slip concept?

Q5) Answer any One question : **[1 × 10 = 10]**

- a) Explain the concept of multi-skilling in the context of workforce development and what are the potential challenges and risks associated with multi-skilling initiatives?
- b) Explain the impact of globalization in HR management practices of multinational corporations?



Total No. of Questions : 5]

SEAT No. :

PE-1893

[Total No. of Pages : 2

[6552]-302

M.B.A. (HRD)

302 GC : ORGANISATIONAL DEVELOPMENT

(Rev. 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) Solve / Answer any five of the following:

[10]

- a) Define Organisational Development.
- b) Explain the importance of correct diagnosis?
- c) What is major contributions of Kurt Lewin?
- d) What do you mean by parallel learning structure?
- e) Name any two change models.
- f) Elucidate the role of change agent.
- g) What do you mean by work design.

Q2) Answer the following: (any two)

[10]

- a) What is the significance of team work for strong Organisational Development?
- b) What is a System Theory? Explain with example.
- c) How applied behavioural science is used in OD.

Q3) Solve / Answer any one of the following:

[10]

- a) Explain in detail what is diagnosing organisation.
- b) "Designing interventions should be dealt with utmost care" Justify the statement with example.

P.T.O.

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

- a) Explain inter personal & group process approaches in OD.
- b) Explain the relevance of organisational process approaches.

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

- a) "Managing workforce diversity is the most challenging task". How does the knowledge of OD help in dealing with it?
- b) What is the concept of restructuring of organisation? Explain it with example.



Total No. of Questions : 5]

SEAT No. :

PE-1894

[Total No. of Pages : 2

[6552]-303

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

303-GC : COMPENSATION MANAGEMENT

(Rev. 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 any 5 out of 8 :

[5 × 2 = 10]

- a) What is Compensation Benchmarking?
- b) Define wages? What are the various types of wages?
- c) Define “Minimum Wage.”
- d) Define the term ‘Dearness Allowance’.
- e) What is Cost To Company (CTC)
- f) Mention two types of wage components.
- g) Explain the concept of “Pay Grades.”
- h) Name any two statutory deductions from employee salaries in India.

Q2) Answer any 2 out of 3 :

[2 × 5 = 10]

- a) Explain the various theories of wage determination.
- b) Discuss the role of labor market supply and demand in wage policy formulation.
- c) Describe the steps involved in payroll management.

Q3) Answer any 1 out of 2 :

[1 × 10 = 10]

- a) Analyze the differences between organized and unorganized labor markets in India.
- b) Explain different types of labour market in India.

P.T.O.

Q4) Answer any 1 out of 2 :

[1 × 10 = 10]

- a) Explain the characteristics of well designed wage incentive plan.
- b) Discuss the issues involved in designing a comprehensive pay structure for an organization.

Q5) Answer any 1 out of 2 :

[1 × 10 = 10]

- a) Discuss in detail the National Wage Policy.
- b) Compare statutory and non-statutory employee benefits with examples.



Total No. of Questions : 5]

SEAT No. :

PE-3912

[Total No. of Pages : 2

[6552]-304

M.B.A. (Human Resource Development)

304-GC : LABOUR LAWS - III

(Rev. 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) Solve any five questions out of eight questions :

[5 × 2 = 10]

- a) Define "Seasonal Establishment" under the Payment of Gratuity Act, 1972.
- b) What is "Wages in Kind" under the Minimum Wages Act, 1948?
- c) State two powers of the Industrial Court under the MRTU & PULP Act, 1971.
- d) Define "Apprentice Contract" under the Apprentices Act, 1961.
- e) What is meant by "Continuous Service" for calculating gratuity?
- f) Mention two unfair labour practices by trade unions under the MRTU & PULP Act, 1971.
- g) State any two qualifications required for engaging an apprentice as per the Apprentices Act, 1961.
- h) What is meant by "Normal Working Day" under the Minimum Wages Act, 1948?

Q2) Solve any two questions :

[2 × 5 = 10]

- a) Explain the circumstances under which gratuity becomes payable under the Payment of Gratuity Act, 1972.
- b) Write a short note on determination of minimum wages under the Minimum Wages Act, 1948.
- c) Explain the powers of the Central Apprenticeship Adviser under the Apprentices Act, 1961.

P.T.O.

Q3) Solve any one question :

[1 × 10 = 10]

- a) Describe the authorities under the MRTU & PULP Act, 1971 and explain their powers and duties.
- b) Discuss the procedure for fixing, revising and reviewing the minimum wages under the Minimum Wages Act, 1948.

Q4) Solve any one question :

[1 × 10 = 10]

- a) What are the working conditions applicable to apprentices, including hours of work, leave and holidays?
- b) Discuss the role and responsibilities of employers towards trade apprentices and optional trade apprentices.

Q5) Solve any one question :

[1 × 10 = 10]

- a) Calculate gratuity for an employee with given data (create your own hypothetical example) and explain the computation method.
- b) Discuss the provisions relating to overtime and special allowances under the Minimum Wages Act, 1948.



Total No. of Questions : 5]

SEAT No. :

PE1895

[Total No. of Pages : 2

[6552]-305

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

**306 UL : REWARDS AND 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.*
- 3) *Draw neat diagrams wherever needed.*

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

- a) What is the impact of government and legal issues on reward systems?
- b) Define the term 'rewarding knowledge workers'.
- c) What is the role of the environment in shaping a reward system?
- d) Mention two factors that affect the reward system in an organization.
- e) What are the key aims of reward management?
- f) Define team pay and its benefits.
- g) How does employee recognition impact employee motivation?
- h) What are the major types of pay structures used in organizations?

Q2) Write short notes on any 2 out of the following 3 (5 marks each): [10]

- a) The importance of employee recognition in enhancing motivation and productivity.
- b) Rewarding senior executives and directors in organizations.
- c) The role of trade unions in influencing reward systems and pay structure negotiations.

Q3) Discuss the factors that influence the design of a reward system. How do internal and external factors shape reward management strategies? [10]

OR

Explain the types of grades and pay structures used in organizations. How do these structures contribute to equity and fairness in compensation? **[10]**

P.T.O.

Q4) Explain the concept of paying for organizational performance. What are the benefits and potential pitfalls of implementing performance-based pay systems? **[10]**

OR

How does the internal organizational environment impact the design and implementation of reward systems? Discuss the factors that HR professionals need to consider when adapting reward systems to an organization's culture. **[10]**

Q5) Explain the concept of employee recognition. How does recognition contribute to employee motivation, performance, and retention? Discuss strategies for implementing an effective recognition program in organizations. **[10]**

OR

Discuss the challenges and strategies for rewarding knowledge workers in modern organizations. **[10]**

* * *

Total No. of Questions :5]

SEAT No. :

[Total No. of Pages : 2

PE1896

[6552]-306

S.Y.MBA (HRD)

**307-UL : 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 do you mean by HRD?
- b) What is MAO- B?
- c) What is training and development?
- d) What do you mean by locus of control?
- e) What do you understand by HRD tools?
- f) Define organisational psychology.
- g) Define performance management system.
- h) What is succession planning ?

Q2) Write short notes (Any 2)

[2×5=10]

- a) HR Competency.
- b) Organisational benefits of training.
- c) Need for HR developmental processes.

P.T.O.

Q3) a) Explain need scope and design of HRD tools? **[10]**

OR

b) Write a note on training coaching and managing performance

Q4) a) “Effective HRD tools help an employee in career and succession planning. Elaborate with suitable example. **[10]**

OR

b) Explain the effectiveness of HRD tools? (MBTI, MAO-C)

Q5) a) What is assessment and development center? What are the benefits of it? **[10]**

OR

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



Total No. of Questions : 5]

SEAT No. :

PE1897

[Total No. of Pages : 2

[6552]-307

M.B.A. - II (HRD)

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

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Answer any five. (2 marks each)

[5×2=10]

- a) Explain the term HR Score card.
- b) What are the pre-requisites of HR Audit.
- c) Define HR Accounting.
- d) What is Balance score card.
- e) Define knowledge management.
- f) What is HR Audit.
- g) Explain the Balance score card parameters.
- h) What is sustainability.

Q2) Solve any two. (5 marks each)

[2×5=10]

- a) Explain the process of HR accounting.
- b) Explain the role of HR auditor in effective Auditing.
- c) Explain the importance of Balance score card.

P.T.O.

Q3) Solve any one. [10]

- a) Explain four perspectives of balance score card. State the advantages and disadvantages of balance score card.
- b) What are the objectives, advantages and challenges of HR accounting.

Q4) Solve any one. [10]

- a) How to create a Balance score card for a startup company.
- b) Explain the types of knowledge management? What are the challenges and benefits of knowledge Management.

Q5) Solve any one. [10]

- a) Discuss with the help of suitable example how can we achieve sustainable development in any organization using HR best practices.
- b) Discuss with suitable examples the best practices in HR which are implemented in IT sector.

x x x

Total No. of Questions : 5]

SEAT No. :

PE-1898

[Total No. of Pages : 2

[6552]-401

M.B.A (HRD)

**401 GC COMPETENCY MAPPING AND CAREER DEVELOPMENT
(2020 Revised 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 the question (Any 5) :

[5 × 2 = 10]

- i) Name two types of competency models.
- ii) What are threshold competencies?
- iii) Define generic or key competencies.
- iv) Define leadership competencies in a managerial context.
- v) List the steps in developing a competency model.
- vi) Define career development.
- vii) What are some common methods employers use to enhance employee careers?
- viii) Define Mentoring.

Q2) Answer the question (Any 2) :

[2 × 5 = 10]

- i) Differentiate between Career Paths and Career Transitions.
- ii) How do Knowledge, Skills, and Abilities (KSA) differ from Competency?
- iii) Explain the objective & process of career planning

Q3) Answer the question (Any 1) :

[1 × 10 = 10]

- i) Elaborate the benefits of mentoring for employee development
- ii) Describe the key components of the Iceberg Model of Competency.

Q4) Answer the question (Any 1) :

[1 × 10 = 10]

- i) How do Delphi technique help in identifying competencies?
- ii) Evaluate the effectiveness of managerial competency models in enhancing organizational performance.

Q5) Answer the question (Any 1) :

[1 × 10 = 10]

- i) Define Career and also elaborate different methods used by employer to enhance employee career.
- ii) Evaluate the potential benefits and challenges of using 360-degree feedback for competency assessment.



Total No. of Questions : 5]

SEAT No. :

PE1900

[Total No. of Pages : 2

[6552]-403

S.Y. 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 are compulsory.*
- 2) *Draw neat diagrams and give suitable examples wherever necessary.*

Q1) Answer any 5 out of 8.

[5×2=10]

- a) State any 2 powers of National Human Rights Commission.
- b) Define 'Private Key' and 'Public Key' as per IT Act 2000.
- c) Define 'Trade Dispute' under the Trade Union Act. 1926.
- d) What is the definition of 'Accounting Year' as per the payment of Bonus Act.
- e) What are the rights of minors in relation to membership of a trade union.
- f) What is meant by the term "e-commerce" and how is it relevant in today's business environment.
- g) What is the significance of Human Rights Act in Human Rights Protection.
- h) What is the "minimum' & 'Maximum' Bonus as applicable in payment of Bonus Act.

Q2) Answer any 2 out of 3 :

[2×5=10]

- a) Provide a brief overview of the "set-on" & "Set - off" concept out lined in payment of Bonus Act.
- b) Write a short note on effect of Registration of the trade union as per trade union Act.
- c) What is Electronic signature? Discuss its significance in today's Business.

P.T.O.

- Q3) a)** Examine the various objects on which the General funds of a registered trade union can be spent as per the trade union Act 1926. Discuss the legal consideration that has to be taken while allocating the funds. **[10]**

OR

- b) Discuss the brief on the rights and liabilities of registered trade union. Also discuss the process involved in registering the trade union.

- Q4) a)** Examine the procedure for complaints and inquiries under the protection of Human Rights Act. **[10]**

OR

- b) Critically analyze the provisions related to attribution, acknowledgement and dispatch of electronic records.

- Q5) a)** What are the employer's obligations regarding the payment of Bonus under payment of Bonus Act? Also Define who is an "Employer" as per the Act. **[10]**

OR

- b) Evaluate the effectiveness of information Technology Act, 2000 in combating cybercrime in India.

x x x

Total No. of Questions :5]

SEAT No. :

[Total No. of Pages : 2

PE1901

[6552]-404

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

404 GC: CASES IN HR

(2020 Revised 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 staffing
- b) Define recruitment.
- c) What do you mean by retrenchments
- d) What is a gratuity?
- e) What do you mean by Promotion
- f) What is strikes
- g) What do you mean by trade unions?
- h) What is CSR?

Q2) Answer the following. (each of 5 marks)

[10]

- a) What are the various unfair labour practices caused by employees.
- b) State the Characteristics of Industrial Relation

Q3) Answer any 1

[10]

- a) Describe methods of performance appraisal Suitable for employees of production department of an fast moving consumer good industry.
- b) Why is Corporate Social Responsibility Important and state the challenges of implementing Social Responsibility.

P.T.O.

Q4) Solve any 1

[10]

- a) Write in brief about the different types of industrial disputes .
- b) What is Training ? Elaborate brief the basic factors in designing a training and development programme.

Q5) Answer any 1

[10]

- a) What is an Employee Transfer? State its different types.
- b) How will you create and implement a competency-based performance management system in an organization?



Total No. of Questions : 5]

SEAT No. :

PE1902

[Total No. of Pages : 2

[6552]-405
M.B.A. (HRD)
405 UL : INTERNATIONAL HR
(Rev.2020 Pattern) (Semester - IV)

Time : 2 Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Answer any 5 out of 8.

[5×2=10]

- a) Define Globalization.
- b) Define Expatriate employees.
- c) Explain the concept of cultural Intelligence.
- d) Define the term “Repatriation”.
- e) Explain the concept of Localization in International HR.
- f) What is International staffing?
- g) What is “Compensation”?
- h) What is cross cultural Training?

Q2) Answer any 2 out of 3.

[2×5=10]

- a) Global talent management is a critical aspect of international H.R. Discuss.
- b) Explain the concept of Globalization and discuss its impact on changing dynamics of HR.
- c) Write a note on recent trends in international staffing.

Q3) a) Globalization has significantly impacted the field of HR. Discuss the key drivers of internationalization and their implications for HR practices.**[10]**

OR

- b) International compensation and benefits management require careful consideration due to variations in cost of living and labor markets. Discuss. **[10]**

P.T.O.

Q4) a) Managing Expatriate assignments is a critical aspect of International HR management. Explain the challenges faced in each stage. **[10]**

OR

b) Effective cross-cultural communication is crucial for successful interaction HR management. Discuss. **[10]**

Q5) a) Explain the strategies that Organisations can adapt to attract and recruit the best talent in an international context. **[10]**

OR

b) Explain the key issues in International Industrial Relations and also explain how organisations are designing strategies to handle such challenges. **[10]**

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Total No. of Questions :5]

SEAT No. :

PE1903

[Total No. of Pages : 2

[6552]-406

S.Y.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 indicate full marks.*

Q1) Solve any five:

[5×2=10]

- a) Define the term Collective Bargaining.
- b) What is conflict under Collective Bargaining?
- c) What is negotiation?
- d) Write the concept of Labour Negotiation.
- e) Give the origin of the term collective Bargaining.
- f) Define grievance.
- g) What is conciliation machinery?
- h) Define Bargaining unit.

Q2) Solve any two:

[2×5=10]

- a) Explain critical issues in collective bargaining.
- b) Explain Hick's Analysis of wages setting under collective bargaining.
- c) Elaborate behavioral theory of labour negotiatory.
- d) Describe the process of negotiating an agreement between management and employees.

P.T.O.

Q3) Solve any one

[10]

- a) Explain different elements of negotiation and what makes a negotiation successful?

OR

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

Q4) Solve any one

[10]

- a) Describe the various steps involved in negotiation process.

OR

- b) Explain pre- requisites of collective bargaining and How can companies uphold the right to collective bargaining?

Q5) Solve any one

[10]

- a) The management takes efforts to dispose off all grievances procedurally with a view to ensure justice and satisfaction to the employees. Do you Agree with this statement ? Explain with grievance management.

OR

- b) Discuss an importance of collective bargaining for business? Why it is important for parties in labour relationship to negotiate an agreement as a part of the process of collective bargaining?

