

Total No. of Questions : 5]

SEAT No. :

P6913

[Total No. of Pages : 2

[5861] - 101

M.B.A. (HRD)

**101 GC - PRINCIPLE AND PRACTICE OF MANAGEMENT  
(2020 Pattern) (Semester - I)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates :*

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

**Q1)** Answer any Five out of Eight. (2 marks each)

**[10]**

- a) Who is the Father of Administrative Management?
- b) What are the three interpersonal roles of management?
- c) List out any two principles given by Henry Fayol.
- d) At what level of an organization does a corporate manager operate?
- e) F.W. Taylor was associated with \_\_\_\_\_ Management.
  - i) Scientific,
  - ii) Modern,
  - iii) Future,
  - iv) Principle of
- f) Deal with routine and repetitive problem is known as \_\_\_\_\_ decisions.
- g) What is the first step in a control process?
- h) A decisions taken to meet unexpected situations is known as \_\_\_\_\_ decisions.

**Q2)** Short notes any two (5 marks each)

**[10]**

- a) Globalization
- b) Need of Manpower Planning
- c) Role of Supervisor

*P.T.O.*

**Q3) a)** "Innovation is the key to any business success". Discuss. **[10]**

OR

b) Explain in detail 14 Principles of Management given by Henri Fayol.

**Q4) a)** Elaborate the steps in Recruitment Process. **[10]**

OR

b) Explain in detail the factors affecting planning and benefits of planning.

**Q5) a)** Assess the contribution of Peter F. Drucker in the development of management. **[10]**

OR

b) Discuss in detail the steps involved in the decision making process.



Total No. of Questions : 5]

SEAT No. :

**P6914**

[Total No. of Pages : 2

**[5861] - 102**

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

**102GC : ORGANIZATIONAL BEHAVIOUR**

**(2020 Pattern) (Semester - I)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates :*

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

**Q1) Solve any five :**

**[10]**

- a) Define Ob and explain importance of organizational behaviour. [2]
- b) Explain limitations of OB. [2]
- c) What is significance of continuous learning in an organization? [2]
- d) Explain importance of personality for performance. [2]
- e) Explain meaning & factors influencing perception. [2]
- f) Explain Autocratic & Supportive model of OB. [2]
- g) Enumerate any two ways to manage stress. [2]
- h) Explain organizational change. [2]

**Q2) Solve any two :**

**[10]**

- a) What are significant personality traits suitable to the workplace? [5]
- b) Explain Big Five personality model. [5]
- c) Explain in details how attitude is formed. [5]

**P.T.O.**

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

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

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

- a) Articulate different strategies used for resolving Interpersonal Conflicts. [10]
- b) What are the Functions of Organization Culture? [10]

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

- a) How we can create and maintain the Positive Organization Culture? [10]
- b) Discuss various intervention strategies for facilitating organizational change. [10]



Total No. of Questions : 5]

SEAT No. :

**P6915**

[Total No. of Pages : 2

**[5861] - 103**

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

**103 GC : ECONOMICS FOR HUMAN RESOURCE MANAGEMENT  
(2020 Pattern) (Semester - I)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

**Q1)** Answer any 5 out of 7 (2 Marks Each) :

**[10]**

- a) Who are contingent workers?
- b) In which year the protection of Human Rights Act was enacted in India?
- c) Give any 2 examples of direct compensation.
- d) The movement of workers from one place to another place is known as -----.
  - i) Migration.
  - ii) Displacement.
  - iii) Cross migration.
  - iv) Mobilization.
- e) The marginal product of labour tells us
  - i) Which employee is the most productive.
  - ii) The average output produced by each employee.
  - iii) The additional output produced by the last employee hired.
  - iv) How much money the firm can make from hiring each employee?
- f) What is Super annuation?
- g) What is straight pay?

**P.T.O.**

**Q2) Short Notes (any 2) :** **[10]**

- a) Voluntary Retirement Schemes (VRS).
- b) Give your opinion on changing market conditions and wages.
- c) Factors lead to employee discrimination.

**Q3) a) Design a compensation scheme to motivate the senior employees to work harder.** **[10]**

OR

- b) Discuss in detail whether labour migrates wilfully or out of compulsion.

**Q4) a) Express your views on LPG Policy of 1991 is beneficial to the labour or not.** **[10]**

OR

- b) What are incentives and explain its components in detail?

**Q5) a) What regulations are to be considered while framing wage?** **[10]**

OR

- b) How Trade Unions affect Labour Supply?



Total No. of Questions : 5]

SEAT No. :

**P6916**

[Total No. of Pages : 2

**[5861] - 104**

**M.B.A. (HRD)**

**104GC : HUMAN RESOURCE MANAGEMENT**

**(2020 Pattern) (Semester - I)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

**Q1) Answer any 5 out of 8 questions (2 Marks Each) :**

**[10]**

- a) Explain the roles and responsibilities of an HR manager.
- b) Define the term Induction.
- c) Explain in detail Total Quality Management (TQM).
- d) Describe the term wage and salary.
- e) Define the term Trade Union.
- f) Explain the term Collective Bargaining.
- g) Describe Lay off in industry.
- h) Explain self appraisals.

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

**[10]**

- a) Define separations and Distinguish the terms of VRS, superannuation and resignation.
- b) Explain succession planning and steps involved in succession planning.
- c) “Compensation management plays a vital role in various aspects of HRM” discuss.

***P.T.O.***

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

- a) Write in brief “Training is not an expense but a long term investment on the people”.

OR

- b) Write the types of interview techniques, why it is essential to design and conduct an effective interview.

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

- a) Differentiate between HRM & PM, elaborate importance of HRM and discuss its evolution.

OR

- b) Differentiate between organizational strategies and global strategies and explain importance of HR in their linkages.

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

- a) Explain the different machineries of dispute settlement. Discuss its importance in settlement of Industrial Disputes.

OR

- b) Describe the importance to measure the performance of an employee. Justify the Role of HR manager in employee counselling, coaching & mentoring.





Total No. of Questions : 5]

SEAT No. :

P7484

[Total No. of Pages : 2

**[5861]-105**

**F.Y. MBA (HRD)**

**105 (GC): LABOUR LAW - I**

**(2020 Pattern) (Semester - I)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates :*

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

**Q1)** Solve any five of the following :

**[10]**

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

*P.T.O.*

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

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

OR

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

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

OR

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

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

OR

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



Total No. of Questions : 5]

SEAT No. :

**P7485**

**[5861] - 106**

[Total No. of Pages : 2

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

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

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

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

**Q1)** Attempt any Five questions.

**[10]**

- a) Explain semantic differential scale.
- b) Explain Extraneous variables.
- c) Which one of the following is the main problem using non-probability sampling technique?
  - i) Human Judgement Error.
  - ii) The expense.
  - iii) The results are never representative.
  - iv) Informants can refuse to participate.
- d) Secondary data is least useful in
  - i) interpreting tables.
  - ii) formulating hypotheses.
  - iii) evaluating new products.
  - iv) developing questionnaires.
- e) When sampling frame is not available researcher should use \_\_\_\_\_.
  - i) Probability sampling.
  - ii) Non-probability sampling.
- f) Which one is the most superior scale of the following in terms of permissible statistics:
  - i) Nominal scale.
  - ii) Ratio scale.
  - iii) Interval scale.
  - iv) Ordinal scale.
- g) Enlist disadvantages of secondary data.
- h) Describe reliability of an instrument.

**P.T.O.**

**Q2) Attempt any two. [10]**

- a) Describe the process of research.
- b) Summarize type - I and type - II error in research.
- c) Distinguish between inductive and deductive research.

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

- a) Write in detail probability sampling.

OR

- b) Prepare a questionnaire to conduct a study of job satisfaction of a private bank.

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

- a) Summarize various methods of univariate analysis.

OR

- b) What is hypotheses? What are the qualities of good hypothesis? State different types of hypotheses.

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

- a) Explain the following terms with examples:

- i) Independent variables.
- ii) Dependent variables.
- iii) Concomitant variables.
- iv) Extraneous variables.

OR

- b) Discuss validity and its types as a criterion for evaluating a measurement tool.



Total No. of Questions :5]

SEAT No. :

**P6917**

[Total No. of Pages : 2

**[5861]-107**

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

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

*Time : 2 Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

- 1) *All questions are compulsory.*
- 2) *Each question has an internal option.*
- 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) Discuss the importance of personnel administration.
- b) Define the key terms related to personnel policy.
- c) What are the types of personnel policy?
- d) Time office consists of manpower planning, Leave management, Shift management, Overtime management, reporting tool and employee self help application. (True / False)
- e) What are the personnel records?
- f) What are statutory books of a company?
- g) What is the letter of appointment?
- h) DO contract employees have probation?

**Q2)** Answer any two:

**[2×5=10]**

- a) Draft a promotion letter to a manager of a company.
- b) What are the factors to consider when designing a pay structure?
- c) What are the reasons for transfer?

**P.T.O.**

**Q3** a) How do you draft a legal memo? [10]

OR

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

**Q4)** a) What are the contents of a charge sheet? [10]

OR

b) What are the steps in Domestic Enquiry? [10]

**Q5)** a) What are some examples of job enlargement, analysis and description? [10]

OR

b) How are gratuity, professional tax and PF calculated? [10]



Total No. of Questions :5]

SEAT No. :

**P6918**

[Total No. of Pages : 2

**[5861]-108**  
**F.Y.MBA (HRD)**  
**108 UL : ENTREPRENEURSHIP & NEW VENTURE**  
**PLANNING**  
**(2020 Pattern) (Semester - I)**

*Time : 2 Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

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

**Q1)** Answer any five of the following:

**[10]**

- a) An individual who initiates, Creates and Manages a new business can be called \_\_\_\_\_.
- b) Define Entrepreneurship.
- c) Entrepreneurs are best as \_\_\_\_\_.
- d) MSMED stands to \_\_\_\_\_.
- e) The \_\_\_\_\_ plan shows whether the business is economically feasible or not.
- f) what is entrepreneurial Motivation?
- g) Entrepreneurship Development program is helpful for.
- h) The parties involved in franchise business are \_\_\_\_\_.

**Q2)** Answer any two of the following:

**[10]**

- a) List the types of Entrepreneurs.
- b) Explain the stages in entrepreneurial process in detail.
- c) List out the steps involved in Entrepreneurship Training programme & Explain it in detail.

**P.T.O.**

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

a) What are the Advantages of acquiring an on going Venture?

OR

b) Explain the criteria for evaluating New - Venture proposals.

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

a) What do you mean by the venture capital market? Evaluate the venture capitalist.

OR

b) Explain in detail criteria for evaluating new - venture proposals?

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

a) Give in detail requirements for formation of a Private/Public Limited Company.

OR

b) What are the opportunities and challenges in International entrepreneurship?





Total No. of Questions : 5]

SEAT No. :

P7740

[Total No. of Pages : 2

**[5861] - 109**  
**M.B.A. (HRD)**  
**109UL : 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.*

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

**[5 × 2 = 10]**

- a) Define financial accounting.
- b) Mention the accounting equation.
- c) Define journal.
- d) Define ledger.
- e) What is trial balance?
- f) Mention the various types of financial statements.
- g) Define balance sheet.
- h) Define income statement.

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

**[2 × 5 = 10]**

- a) Distinguish between financial accounting and cost accounting.
- b) What are accounting ratios? State the objectives and advantages of ratio analysis.
- c) Differentiate between liquidity ratios and profitability ratios.

**Q3)** Attempt any one of the following :

**[1 × 10 = 10]**

- a) Define cost. Explain in detail the classification of costs.
- b) Define cost sheet. Explain in detail the various elements of cost sheet in detail.

*P.T.O.*

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

- a) What is marginal costing. Mention the steps in ascertaining profit under marginal costing.
- b) What is marginal costing. Explain in detail the important areas where marginal costing is effectively applied for the purpose of decision making.

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

- a) What is a budget? Explain in detail the significance of budgetary control in today's modern business world.
- b) What do you understand by budgeting? Mention the types of budget in detail.



Total No. of Questions : 5]

SEAT No. :

**P6919**

[Total No. of Pages : 2

**[5861]-201**

**F.Y. MBA (HRD) (Semester - II)**

**201GC : LABOUR WELFARE**

**(2020 Pattern)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

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

**Q1)** Attempt Any 05 out of 08 :

**[5 × 2 =10]**

- a) Explain the meaning of welfare and define labour welfare
- b) Explain the scheme of public health and sanitation
- c) Role of Labour welfare officer and the qualification required for the same.
- d) List of statutory welfare facilities mentioned in the factory act
- e) Define the concept of workers participation in management.
- f) List of Non statutory welfare activities can be adopted by the management
- g) Define the trade union and its role in implementing the welfare activities in an organization.
- h) Define industry and list down the different types of industries.

**Q2)** Attempt any two :

**[2 × 5 = 10]**

- a) Illustrate the Concept of labour welfare and explain theories of Labour Welfare. **[5]**
- b) Explain the Labour Welfare Services and three Basic Categories e.g. Economic Services, Recreational Services and Factitive Services. **[5]**
- c) Explain in detail the concept of workers education schemes. **[5]**

**P.T.O.**

**Q3) Attempt any one :** [10]

- a) XYZ company implemented the scheme of workers to participation in management, please help the organization to set different objectives and expected outcome/ benefits from the programme. [10]
- b) Apply your knowledge and explain the role of Government, NGO in developing labour welfare programme. [10]

**Q4) Attempt any one :** [10]

- a) Do the critical analysis of, The Bombay labour welfare act, 1953 and comment on the applicability of the same. [10]
- b) Analyze the role of Labour manager in an organization and the main difference points between the role of labour manager and personal manager. [10]

**Q5) Attempt any one :** [10]

- a) Develop workers education programme for the ABC organization. [10]
- b) Prepare a detailed Labour welfare scheme and consider statutory and non-statutory factors while developing the same. [10]



Total No. of Questions : 5]

SEAT No. :

**P6920**

[Total No. of Pages : 2

**[5861]-202**

**F.Y. MBA (HRD) (Semester - II)**

**202GC : INDUSTRIAL ORGANIGATIONAL  
PSYCHOLOGY  
(2020 Pattern)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

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

**Q1)** Attempt Any 05 out of 08 :

**[5 × 2 = 10]**

- a) What is industrial psychology research?
- b) Why is knowledge of research methods important to I-O psychology?
- c) What are the three major fields of industrial psychology?
- d) What are the 5 methods in psychology?
- e) What is the difference between industrial and organizational psychology?
- f) What are the five roles of industrial psychology?
- g) Who is the father of industrial psychology?
- h) What is the scope of industrial psychology?

**Q2)** Attempt any two :

**[2 × 5 = 10]**

- a) What are the 5 types of psychological research?
- b) What are the 5 types of experimental research?
- c) What are the advantages of psychological test?

**P.T.O.**

**Q3)** Explain the major research methods in I/O Psychology and their relative advantages disadvantages. **[10]**

OR

How does industrial psychology contribute to the workplace? **[10]**

**Q4)** How does industrial psychology affect the performance of employees in organizations? **[10]**

OR

What are the different aspects of I-O psychology? **[10]**

**Q5)** What are the physiological differences between male and female? **[10]**

OR

What is methodology in psychology research? **[10]**



Total No. of Questions : 5]

SEAT No. :

P7741

[Total No. of Pages : 2

[5861]-203

First Year M.B.A. (HRD)

GC - 203 : Industrial Relations & Employee Relations

Compulsory Generic Core Course

(2020 Pattern) (Semester - II)

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

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

Q1) Solve any five :

[5 × 2 = 10]

- a) Grievance Handling Machinery is given in -
  - i) Industrial Disputes Act
  - ii) Factories Act
  - iii) Both i) & ii)
  - iv) None of the above
- b) Trade union perform functions relating to \_\_\_\_\_.
  - i) Society
  - ii) Organisation
  - iii) Members
  - iv) All of these
- c) Parties to the industrial relations are -
  - i) ILO, Government, Association of Employers
  - ii) ILO, Government, IMF
  - iii) ILO, Board of Directors, Association of Employees.
  - iv) Government, Board of Directors, Association of Employers.
- d) Industrial Relation covers the following area - [2]
  - i) Collective Bargaining
  - ii) Labour legislation.
  - iii) Industrial Relations training.
  - iv) All of the above

P.T.O.

- e) Define trade union as per Industrial Disputes Act. [2]
- f) List any two characteristics of Collective Bargaining. [2]
- g) Define the term 'Grievance'. [2]
- h) Give 2 causes of Industrial Disputes. [2]

**Q2) Solve Any Two :** [2 × 5 = 10]

- a) Explain the objective of trade union. [5]
- b) Explain in detail the causes of industrial disputes. [5]
- c) Outline the functions of trade union. [5]
- d) What are the importance of employee stock options plans. [5]

**Q3) Solve any One :**

- a) Identify various causes for failure of Collective Bargaining. [10]

OR

- b) Explain the Role of Judiciary & its impact on Industrial Relations. [10]

**Q4) Solve Any One :**

- a) Define term 'Trade Union' and Explain the functions of Trade Union in detail. [10]

OR

- b) What are major industrial dispute settlement machinery for solving industrial disputes under industrial disputes Act. [10]

**Q5) Solve Any One :**

- a) Explain the new role of trade union in the context of globalization. [10]

OR

- b) What do you understand by workers participation in Management and explain the benefits of workers participation in Management. [10]





Total No. of Questions : 5]

SEAT No. :

**P6921**

[Total No. of Pages : 2

**[5861]-204**

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

**204 GC : TRAINING AND DEVELOPMENT**

**(2020 Pattern) (Semester - II)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

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

**Q1) Solve any five**

**[2×5=10]**

- a) Define Training.
- b) What is CBT.
- c) Mention advantage of Training.
- d) Why do Manager need Training.
- e) Explain the concept of simulation.
- f) Mention different Aids of Training.
- g) Explain MDP's.
- h) What is on the Job Training.

**Q2) Solve any two**

**[5×2=10]**

- a) Who is a good Trainer? Explain qualities & skills of a good Trainer.
- b) Define Training. Need Assessment and describe identification of Training Needs.
- c) Explain in detail various stages in organising a Training.

***P.T.O.***

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

- a) “Organisation plays an important role in Training”. Illustrate various roles of organisation in Training.
- b) Technical skills are difficult to teach than facilitation skills in ‘train the trainer programme’. Discuss.

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

- a) Define Training. Write any four types of Employee Training.
- b) Exemplify Kirkpatrick’s four level framework of evaluation criteria.

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

- a) ‘Training programmes are frequently the first items eliminated when management wants to cut costs’. Discuss its rationale with examples.
- b) Write a note on “Input of Technology on Training”.

**x x x**

Total No. of Questions : 5]

SEAT No. :

**P7486**

[Total No. of Pages : 2

**[5861]-205**

**F.Y. MBA-HRD**

**205 : GC - LABOUR LAWS-II**

**( 2020 Pattern) (Semester - II)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

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

**Q1)** Solve any five of the following.

**[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 full form of UAN in Provident fund stands for?
- 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) What is The Current Interest Rate on EPF for year 2020-21 and What does RPFC stands for in EPF?
- f) Define Strike under the Industrial Disputes Act. 1947?
- g) Formation of a Works Committee under the Industrial Disputes Act, 1947?
- h) Nursing Breaks under The Maternity Benefit Act, 1961?

**Q2)** Solve any two of the following:

**[10]**

- a) Outline the Objectives and applicability of ESI Act.
- b) Explain in detail-Delegation of Powers under The Employees Provident Fund Miscellaneous Provisions Act-1952.
- c) Summarize the provisions relating to Appointment, Powers and Duties of Inspector under The Maternity Benefit Act, 1961?

**P.T.O.**

**Q3) a)** How an Employee Insurance court constituted under ESI Act? Enumerate the matters to be decided by such a court? **[10]**

OR

b) State the different types of benefits provided under the Employee State Insurance Act and mention three 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) Under what circumstances and employee and withdraw the entire amount from his provident fund and explain Employees Provident Fund Scheme?

**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. :

**P7487**

[Total No. of Pages : 2

[5861]-206

**First Year M.B.A. (H.R.D.)**  
**206-GC : FINANCE FOR HR**  
**(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)** Answer any 5 of the following:

**[2×5=10]**

- a) Define Goodwill.
- b) Define Capital.
- c) Define income statement.
- d) Define capital expenditure.
- e) Define equity.
- f) Define accruals.
- g) Define corporate performance management.
- h) Recall the types of cash flows.

***P.T.O.***

**Q2)** Attempt any two: **[2×5=10]**

- a) Explain the need of financial intelligence in an organization.
- b) Explain the ability to use numbers and financial tools to make and analyse business decisions.
- c) Classify with examples: Fixed assets and Current assets.

**Q3)** Attempt any one: **[1×10=10]**

- a) Finance is an art as well as science interpret.
- b) Comment as to why a balance sheet balances.

**Q4)** Attempt any one: **[1×10=10]**

- a) As an HR Manager, which methods would you implement so as to create financial literacy in your organization.
- b) How is corporate performance evaluated? Discuss.

**Q5)** Attempt any one: **[1×10=10]**

- a) Human resources are assets or liabilities for an organization. Argue critically.
- b) How cash flow statement helps HR manager to make various business decisions?



Total No. of Questions : 5]

SEAT No. :

[Total No. of Pages : 2

**P6922**

**[5861]-207**

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

**207 UL : FUTURE OF WORK PLACES**

**(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)** Answer any 5 questions (2 marks each)

- a) Define term lifelong learning.
- b) Explain onboarding process.
- c) Define blurred boundaries concept.
- d) List 5 elements of Human Capital Skills.
- e) Explain EI.
- f) Recite crowd sourcing.
- g) Explain diversity.
- h) Explain AI.

**Q2)** Answer any 2 (5 marks each)

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

***P.T.O.***

**Q3)** Answer any 1 (10 marks each)

- 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 solution.

**Q4)** Discuss any 1 (each of 10 marks)

- a) Devise advantages of IT break through at workplace with example.
- b) Correlate elements of human capital skills with elements of lifelong learning.

**Q5)** Discuss any 1 (each of 10 marks)

- a) Write on IT interventions in HR processes.
- b) Design lifelong learning skills matrix for employees of IT Company.

**x x x**



Total No. of Questions : 5]

SEAT No. :

**P8045**

[Total No. of Pages : 2

**[5861]-208**

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

**208-UL : MANAGEMENT OF EMPLOYEE  
TRANSFORMATION**

**(2020 Pattern) (Semester - II)**

*Time : 2 Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

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

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

**[5 × 2 = 10]**

- a) Define 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) Explain the concept organization culture as an Iceberg
- b) Describe the strategies adopted by organizations to manage the resistance of change.
- c) Discuss the process of planned change.

**P.T.O.**

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

- a) How culture to be managed during downsizing, mergers and acquisition? Explain it with example.
- b) Discuss the problems of post-merger integration. How integration to be achieved successfully?

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

- a) What is transformational leadership style? Discuss the relevance of transformational style of leadership to change management?
- b) Differentiate between change and transformation.

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

- a) BPR is tool for managing the transformation - Discuss.
- b) Explain concept organization culture. Discuss the role of organization culture in leading change.



Total No. of Questions : 5]

SEAT No. :

**P7488**

[Total No. of Pages : 2

**[5861] - 209**  
**F.Y. M.B.A. (HRD)**  
**209 UL : BUSINESS LAW**  
**(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 (each question carry two marks) :**

**[10]**

- a) List down the essentials of valid contract.
- b) What is difference between sale and contract of sale?
- c) Explain in brief the nature of LLP.
- d) List down the power and functions of information commissions.
- e) List down the types of condition under the sale of goods Act 1930.
- f) What is designated partners?
- g) Define consumer under consumer protection Act 1986.
- h) Briefly explain the concept current account transaction under FEMA 1999.

**Q2) Solve any two :**

**[10]**

- a) What is incorporation in LLP?
- b) Explain in detail change of name in LLP.
- c) Elaborate the concept e-contract in detail.

**P.T.O.**

**Q3) Solve any one :**

**[10]**

- a) Explain the conditions for service and removal in central information commission.
- b) Define FEMA. Explain the concept of foreign direct investment in India with an examples.

**Q4) Solve any one :**

**[10]**

- a) Elaborate in detail the rights of the consumer under Consumer Protection Act 1986.
- b) What is regulation of combination under competition Act 2002.

**Q5) Solve any one :**

**[10]**

- a) What are appeals & penalties under RTI act 2005?
- b) Explain in detail bailment & pledge in contract.



Total No. of Questions : 5]

SEAT No. :

[Total No. of Pages : 2

**P6923**

**[5861]-301**

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

**301 GC : STRATEGIC HUMAN RESOURCE MANAGEMENT**

**(2020 Pattern) (Semester - III)**

*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 carry 10 marks.*

**Q1) Define the following (Any 5)**

**[5×2=10]**

- a) Employee leasing.
- b) Work life balance.
- c) E-Recruitment.
- d) VRS (Voluntary Retirement Scheme)
- e) Employee Morale.
- f) Variable Compensation.
- g) Employee Empowerment.
- h) Head Hunting.

**Q2) Answer any two questions**

**[2×5=10]**

- a) What is workforce diversity & explain its importance.
- b) Differentiate between HRM and SHRM.
- c) Explain Kirk Patrik Model in detail.

***P.T.O.***

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

- a) Explain the importance of creating learning organization.
- b) Explain the separation strategies adopted by the industry.

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

- a) Elaborate the importance of KRA in performance management.
- b) Elaborate the concept of competency mapping & its linkage to compensation.

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

- a) Elaborate the retention strategies followed by organization for their employees.
- b) Elaborate the methods of forecasting supply & demand for HR.

**x x x**

Total No. of Questions : 5]

SEAT No. :

P7745

[Total No. of Pages : 2

[5861]-302

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

302-GC : ORGANISATIONAL DEVELOPMENT

(2020 Pattern) (Semester - III)

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

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

**Q1)** Answer the following (any 5) :

**[10]**

- a) Explain the values and assumptions towards Organisational Development.
- b) Explain the elements of Kurt Lewin Model of organisational change.
- c) Define Organisational Development.
- d) Explain the contribution of McGregor in Organisational Development.
- e) Mention the components of Herbert Shepard's contribution for OD.
- f) Explain the significance of Rober Blake's contribution for OD.
- g) Define Organisational Change.
- h) Explain the significance of teamwork for organisation.

**Q2)** Answer the following (any two) :

**[10]**

- a) Discuss the application of systems theory towards organisational development.
- b) Elaborate the significance of participation and empowerment for businesses.
- c) Explicate the parallel learning structures in organisational development.

**P.T.O.**

**Q3) Answer the following (any one) : [10]**

a) Discuss the process of organisational development with example.

OR

b) Elaborate the role of change agents in organisational development.

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

a) Synthesis the elements of human process interventions in OD.

OR

b) Develop a group process approach with all components for an IT Firm.

**Q5) Answer the following (any one) : [10]**

a) Develop a performance management system for a manufacturing company.

OR

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





Total No. of Questions : 5]

SEAT No. :

P7742

[Total No. of Pages : 2

[5861]-303

F.Y. MBA (HRD)

(303 GC): COMPENSATION MANAGEMENT

(2020 Pattern) (Semester - III)

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates :*

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

**Q1)** Solve any five :

**[5 × 2 = 10]**

- a) Define compensation. Write various types of Executive compensations. **[2]**
- b) Write on Labour Market Theory. **[2]**
- c) What are the various impacts of an ageing population on the labour market. **[2]**
- d) Discuss impact of labour demand and supply on compensation fixation. **[2]**
- e) What are the different theories of wage determination. **[2]**
- f) Explain the term wage. What are the components of wages. **[2]**
- g) Define the term 'Dearness Allowance'. **[2]**
- h) Write on Tax obligation on employee benefits. **[2]**

**Q2)** Solve any two :

**[2 × 5 = 10]**

- a) Explain in detail the various types of employee benefits. **[5]**
- b) What do you understand by labour productivity? Explain determinants of Labour productivity. **[5]**

*P.T.O.*

- c) Discuss the concept compensation Benchmarking with suitable example. [5]
- d) What are the factors to be considered for designing sound wage incentive scheme. [5]

**Q3)** Solve any one :

- a) Assume that you are a HR Manager of a manufacturing company. Using the current National Wage Policy you need to Design Wage Incentive plan for class III employee/worker. [10]

OR

- b) Define the term Compensation. Distinguish between Monetary and non-monetary compensation. [10]

**Q4)** Solve any one :

- a) How does compensation affect the local labour market? What is the relationship between supply and demand of Labour? [10]

OR

- b) What do you mean by Job based pay, skill pay and competency based pay? Explain with some suitable example. [10]

**Q5)** Solve any one :

- a) Discuss the bases for traditional pay system and modern pay system. How are pay plans established. [10]

OR

- b) What are important considerations when setting up a pay structure?[10]



Total No. of Questions : 5]

SEAT No. :

**P6924**

[Total No. of Pages : 3

**[5861]-304**

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

**304 GC : LABOUR LAWS - III**

**(2020 Pattern) (Semester - III)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

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

**Q1)** Answer any 5 (MCQ) questions out of 8.

**[5×2=10]**

- a) According to section \_\_\_\_\_ of Minimum Wages Act 1948, employees shall pay him overtime worked.
- |                 |                |
|-----------------|----------------|
| i) Section 14   | ii) Section 15 |
| iii) Section 16 | iv) Section 17 |
- b) Duty of labour court to decide complaints relating to unfair labour practices is described in
- |                           |                            |
|---------------------------|----------------------------|
| i) Item I of Schedule IV  | ii) Item IV of Schedule I  |
| iii) Item I of Schedule V | iv) Item IV of Schedule II |
- c) 'Illegal strike' means a strike which is commenced or continued without giving to the employer notice of strike in prescribed form or within \_\_\_\_\_ days of the given of such notice.
- |         |        |
|---------|--------|
| i) 15   | ii) 14 |
| iii) 20 | iv) 30 |
- d) In minimum wages Act 1948, wages in kind defined under section \_\_\_\_\_.
- |         |        |
|---------|--------|
| i) 11   | ii) 13 |
| iii) 14 | iv) 15 |

***P.T.O.***

- e) The formula for calculating gratuity is \_\_\_\_\_.
- i)  $(\text{Monthly Salary}/25) * 15 * \text{No of years of service}$
  - ii)  $(\text{Monthly Salary}/30) * 15 * \text{No of years of service}$
  - iii)  $(\text{Monthly Salary}/26) * 15 * \text{No of years of service}$
  - iv)  $(\text{Monthly Salary}/15) * 15 * \text{No of years of service}$
- f) Period of apprenticeship training is specified under Apprentices Act, 1961, Section \_\_\_\_\_.
- i) 4
  - ii) 5
  - iii) 6
  - iv) 7
- g) In Minimum Wages Act, 1948, Section 11 defines \_\_\_\_\_.
- i) Overtime
  - ii) Wages in kind
  - iii) Wages of worker who works for less than normal working hours
  - iv) Fixing hours of normal working day
- h) In Apprentices Act, 1961, Section 14 defines
- i) Health, safety & welfare of Apprentices
  - ii) Hours of work, overtime, leave & holidays
  - iii) Employers liability for compensation for injury
  - iv) Protection of action taken in good faith

**Q2)** State any two provisions from the following under Apprentices Act 1961.

**[2×5=10]**

- a) Novation of contract of Apprenticeship.
- b) Termination of contract of Apprenticeship.
- c) Qualification for being enjoyed as Apprentices.

**Q3)** Answer any one question

**[10]**

- a) What is the procedure for fixation or revision of minimum wages under the Minimum Wages Act 1948?
- b) State the obligation of employees & apprentices under the Apprentices Act, 1961.

**Q4)** Answer any one question

**[10]**

- a) Discuss the provisions relating to obligations and rights of Recognized union under Maharashtra Recognition of Trade Union & Prevention of Unfair Labour Practices Act, 1971.
- b) Discuss the provisions of Payment of Gratuity Act and explain when worker is not eligible to get gratuity.

**Q5)** Answer any one question

**[10]**

- a) Discuss the authorities constituted under Maharashtra Recognition of trade union & Prevention of Unfair Labour Practices Act, 1971.
- b) Enumerate the provisions relating to payment of minimum wages and exemption of liability of employees in certain cases under Minimum wages Act, 1948.

**x x x**

Total No. of Questions : 5]

SEAT No. :

**P6925**

[Total No. of Pages : 2

[5861]-306

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

**306 UL : REWARDS & RECOGNITIONS**

**(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 5:

**[10]**

- a) Explain term 'Individual Pay'.
- b) Define Employee Motivation.
- c) Mention Intrinsic factors of Reward.
- d) State Govt. issues in reward system.
- e) State elements of reward system.
- f) Define Reward Management.
- g) Explain Recognition Management.
- h) Define knowledge worker.

***P.T.O.***

**Q2) Answer any 2: [10]**

- a) Summarise, effective and successful Employee recognition program?
- b) Explain Role of line managers in Reward Management.
- c) Write, features of good reward & recognition program.

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

- a) Compile the expatriation compensation approaches.
- b) Relate, Employee Monale with Recognition.

**Q4) Answer any 1: [10]**

- a) Consulate “Impact on Environment with Reward System of a company”.
- b) Illustrate, importance of Employee recognition in improving employee engagement.

**Q5) Answer any 1: [10]**

- a) Performance based pay wait motivate employees as much as you think? Justify with alternative pay methods.
- b) Defend with differences in schemes : “Reward schemes for employees and management”.



Total No. of Questions : 5]

SEAT No. :

**P8349**

[Total No. of Pages : 2

**[5861]-307**

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

**307 UL - INSTRUMENTS IN HRD**

**(2020 Pattern) (Semester - III)**

*Time : 2 Hours]*

*[Max. Marks : 50*

*Instructions to the candidates :*

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

**Q1)** Attempt any 5 questions from following :

**[10]**

- a) What do you mean by HR Competency?
- b) What is Succession Planning?
- c) Define Performance Management System.
- d) Explain term of Human Resource Planning.
- e) Explain the term executive development.
- f) Explain the term locus of control.
- g) What is MAO - C.
- h) What do you mean by Organisational Psychology?

**Q2)** Attempt any 2 questions.

**[10]**

- a) What is career planning and its importance?
- b) What is the purpose of Succession Planning?
- c) What are the Organisational Benefits of Coaching?

**Q3)** What is HRD? How does HRD affect organisational effectiveness?

**[10]**

OR

Explain the concept of locus of control? Also discuss minimum 10 statements under Loco Inventory?

*P.T.O.*



**Q4) What do you mean by MBTI? Explain 4 MBTI Type? [10]**

OR

What is 16 PF? What are the Primary factors of 16 PF?

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

OR

Why should HR be aligned with an Organisation's Strategic Plan?



Total No. of Questions : 5]

SEAT No. :

P8376

[Total No. of Pages : 2

[5861]-308

S.Y. MBA (HRD) (Semester - III)

308 UL : BEST PRACTICES IN HR

(2020 Pattern)

*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) What is HR audit?
- b) Explain the role of HR auditor.
- c) Define HR accounting.
- d) What are the problems in accounting for Human resources?
- e) What are the 3 main areas of knowledge Management.
- f) What are the various costs in HR.
- g) Explain Balanced scorecards parameters.
- h) List out Best practices in HR.

*Q2) Solve any two :*

**[2 × 5 = 10]**

- a) How do human resources help in sustainable development.
- b) What are the benefits of balance score card.
- c) What are the types of human resource accounting.

**P.T.O.**

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

- a) Explain the types of knowledge mgmt? What are the challenges and benefits of knowledge management? **[10]**

OR

- b) What is HR best practices in IT industry of India in today's competitive market. **[10]**

**Q4) Solve any one :**

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

OR

- b) What are the objectives Advantage & problems of HR Accounting. **[10]**

**Q5) Solve any one :**

- a) What is covered in an HR audit? How do you prepare on HR audit report? **[10]**

OR

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



Total No. of Questions : 5]

SEAT No. :

[Total No. of Pages : 2

**P6926**

**[5861]-401**

**M.B.A. (HRD)**

**401 GC : COMPETENCY MAPPING & CAREER DEVELOPMENT**

**(2020 Pattern) (Semester - IV)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

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

**Q1) Define the following terms (Any 5)**

**[5×2=10]**

- a) Competency.
- b) Skill.
- c) Traits.
- d) Mentoring.
- e) Career planning.
- f) Knowledge.
- g) Performance.
- h) Career Development.

**Q2) Answer any two questions.**

**[2×5=10]**

- a) State the differences between KSA and competency.
- b) State the differences between operant traits and respondent traits
- c) State the difference between Generic competencies and functional competencies.

***P.T.O.***

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

- a) Explain the steps for developing competency model.
- b) Explain the objective & process of career planning.

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

- a) How do Delphi technique and 360° feedback methods help in identifying competencies?
- b) How is the iceberg model helpful in understanding hidden skills.

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

- a) What challenges are faced by an HR Managers in the process of career development when workforce is diverse in nature?
- b) “Is it necessary for an employees to take career initiatives for his/her employees”. If yes then justify your answer with proper explanation & examples.

**x x x**

Total No. of Questions : 5]

SEAT No. :

**P6927**

[Total No. of Pages : 2

[5861]-402

**Second Year M.B.A. (H.R.D.)**

**402 - GC : PR & CORPORATE COMMUNICATION**

**(2020 Pattern) (Semester - IV)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

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

**Q1)** Attempt Any Five:

**[10]**

- a) Name the important functions of the PR department.
- b) Name any 2 advantages of organizational publications.
- c) What is an intangible element of the corporate image?
- d) On an average, how many staff members are there in the PR department of a small organization?
- e) What is a preferred venue for conducting a print and broadcast media meeting?
- f) What should the budget for photos required in publicity campaigns be based on?
- g) Usually what do labour unions feel about PR?
- h) What is E-PR?

***P.T.O.***

**Q2) Attempt Any Two: [10]**

- a) Explain any 2 PR tools.
- b) Examine the structure of the PR department.
- c) What are the important points to be considered while designing PR campaigns?

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

OR

- b) Discuss the role of E-PR for mass reach.

**Q4) a) What is a 'House Journal'? How should a Travel company plan their House Journal? [10]**

OR

- b) "Coping with the unexpected is the biggest challenge for the PR department." Discuss the statement with a relevant example.

**Q5) a) Discuss the role of PR in building the 'corporate image' and 'corporate identity'. [10]**

OR

- b) Elaborate upon the role of PR in Marketing, Advertising, Sales promotion and lobbying.



Total No. of Questions : 5]

SEAT No. :

**P7281**

[Total No. of Pages : 2

**[5861]-403**

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

**(403 GC) LABOUR LAWS - IV**

**(2020 Pattern) (Semester - IV) (Revised)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

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

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

- a) Eligibility of Bonus.
- b) Define Certifying Authority as per IT act.
- c) Define employee as per Bonus act.
- d) What is separate fund for political purposes in Trade Union Act.
- e) What is Minimum & Maximum Bonus?
- f) What is the extent & commencement of Trade Union Act?
- g) Define International covenants as per Human Rights Act.
- h) Define key pair as per IT act.

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

- a) Write Short note on set on of allocable surplus under Bonus act.
- b) Write about Notice of change of name under Trade union act.
- c) Write a short note on Revocation of Digital Signature Certificate.

**Q3)** a) Briefly discuss the provisions relating to registration of trade union under the trade union act 1926.

OR

- b) Examine the rights & liabilities of registered trade unions under the trade union act 1926.

**P.T.O.**



**Q4) a)** Write in detail about the constitution of state Human Rights Commission.

OR

b) Explain the functions & powers of the commission as per the Chapter III of Human Right Act.

**Q5) a)** Explain the concept of 'Available Surplus' & 'Allocable Surplus' under the payment of Bonus Act, 1965.

OR

b) Is Payment of Bonus Act applicable to newly established factories and establishments? Justify your answer in regards to provisions of the Act.



Total No. of Questions : 5]

SEAT No. :

**P6928**

[Total No. of Pages : 2

[5861]-404

**Second Year M.B.A. (H.R.D.)**

**404 GC : CASES IN HR**

**(2020 Pattern) (Semester - IV)**

*Time : 2½ Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

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

**Q1)** Answer any 5 (each of 2 marks):

**[10]**

- a) Define career planning.
- b) Explain competency based performance management.
- c) Identify stages/steps of selection process.
- d) Mention statutory deductions in salary/wage.
- e) Define Industrial Relations.
- f) Quote parties of Industrial Relations.
- g) Explain CRS.
- h) Define ROI.

**Q2)** Answer any 2 (each of 5 marks):

**[10]**

- a) Relate Reward based & career based Performance Management.
- b) Compare ROI and CBA of Training Evaluation.
- c) Interpret various reasons caused by employees for non continuation of work/slow down of work.

***P.T.O.***

**Q3)** Answer any 1 (each of 10 marks): **[10]**

- a) Suggest suitable appraisal methods for employees/researchers of pharmaceutical co.
- b) Analyse situation : XYZ company called closure due to no business and announced lay-off but failed to compensate as per policy of lay-off. Workers who were laid-off called strike. Analyse as an HR/IR Manager & take necessary steps to stop strike.

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

- a) Analyse : Trainees complained after training program that trainee was incompetent & non effective, company have agreement with trainee for a year. How will you resolve this situation as Training Manager.
- b) Solve the situation : Eligible for Bonus for every year, workers didn't receive for 2 years, so they called slow down of work. Analyse & solve the situation.

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

- a) Solve : Post Retirement some employees were not paid their PF amount, as instructed by company. As legal HR solve the situation.
- b) Solve : Workers usually resists following safety measures at shop floor. How will you as supervisor & HR Manager you will make them follow by use of disciplinary measures.



Total No. of Questions : 5]

SEAT No. :

**P6929**

[Total No. of Pages : 2

[5861]-405

**M.B.A. (H.R.D.)**

**405 - UL : INTERNATIONAL HR**

**(2020 Pattern) (Semester - IV)**

*Time : 2 Hours]*

*[Max. Marks : 50*

*Instructions to the candidates:*

- 1) *All Questions are Compulsory.*
- 2) *Each questions having 10 Marks.*
- 3) *Each Question has Internal option.*

**Q1)** Solve any Five:

**[5×2=10]**

- a) What do you understand by the term Globalization.
- b) Define the term staffing.
- c) Name any two compensation packages used by HR Professional.
- d) Explain one way of measuring performance of International employees.
- e) Name any two theories of compensation.
- f) Name any two drivers of Globalisation.
- g) What do you understand by the term Recruitment.
- h) Explain Trade Union.

**Q2)** Solve any Two:

**[2×5=10]**

- a) Highlight five important differences between domestic and International HRM.
- b) Write a note on Repatriation and important tips for successful Repatriation.
- c) What are the recent trends and key issues in International Staffing.

***P.T.O.***

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

- a) Highlight key objectives of compensation and issues related to International compensation Management.
- b) Elaborate the concept of Human Resource Planning.

**Q4)** Solve any One: **[10]**

- a) Explain the Recruitment & selection methods followed in acquiring talent for International operations.
- b) Enumerate the various criteria which should be considered with selecting employees at International Level.

**Q5)** Solve any One: **[10]**

- a) How Globalisation is responsible in changing the overall Business Scenario? Explain.
- b) Explain the role of Trade Union to multinationals in Managing Industrial Relations.



Total No. of Questions : 5]

SEAT No. :

P7735

[Total No. of Pages : 2

**[5861] - 406**  
**M.B.A. (HRD)**  
**406UL : COLLECTIVE BARGAINING**  
**(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) Give the origin of the term Collective Bargaining. **[2]**
- b) What is Negotiation? **[2]**
- c) What are the Pre-requisites for Successful Collective Bargaining? **[2]**
- d) What is Conciliation Machinery? **[2]**
- e) Explain the elements of Negotiations. **[2]**
- f) Explain role of negotiator in Collective Bargaining. **[2]**
- g) What is breakdown of Collective Bargaining. **[2]**
- h) Define Bargaining Unit. **[2]**

**Q2) Solve any two :**

**[2 × 5 = 10]**

- a) What information should be shared with workers representatives for negotiations and Collective Bargaining? **[5]**
- b) What are the consequences and impact of respecting freedom of association and the right to Collective Bargaining. **[5]**
- c) Discuss the techniques of Collective Bargaining. **[5]**
- d) Explain in detail the Administration of Collective Bargaining. **[5]**

**Q3) Solve any one :**

- a) "Persuasion is an essential element of effective negotiation"? If you are advising Union and Management representatives about how to negotiate an agreement, what would you tell them? **[10]**

OR

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

*P.T.O.*

**Q4) Solve any one :**

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

OR

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

**Q5) Solve any one :**

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

OR

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

