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Total Number of Pages: 02

MBA / MBAP  
18MBA402C / 18PTMBA602C

4<sup>th</sup> & 6<sup>th</sup> Semester Regular / Back Examination : 2021-22

STRATEGIC HRM

BRANCH(S): BA, FM, GM, HRM, IB, MBA,

MBA (M & F), MM / MBA(PT)

Q.Code : J251

Answer Question No.1(Part-1) which is compulsory, any eight from part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Part-I

Q1 Answer the following questions: (2 × 10)

- Define the nature of SHRM
- How is SHRM different from HRM?
- What do you understand by Best Fit Approach?
- What are the Investment Perspective in HR
- What are the main characteristics of SHRM?
- What are the 5P's of SHRM?
- What do you mean by Universalistic theory of SHRM?
- Why Alignment of HR Strategy with the Business Strategy is necessary?
- Why is Strategic Performance Management Important?
- Define Core Competency.

Part-II

Q2 Only Focused-Short Answer type Questions- (Answer Any Eight out of Twelve) (6X8)

- Define strategic human resource management. Briefly explain the various barriers to SHRM.
- What are the various approaches to SHRM?
- Distinguish between expatriation and repatriation
- Explain Best Practice Approach with an example of IT Company?
- Define Polycentric. How it is different from ethnocentric?
- Explain the framework of Strategic of HR Management Process
- In what ways does the HRD function relate to the organization's strategy? Give contextual examples?
- Explain the various Factors in selection of expatriates.
- Distinguish between domestic HRM and international HRM
- What is the role of HR in strategic planning process?
- Is Investment in Job Secure Workforce commendable? Explain & Justify.
- What do you mean by Integrated HR Systems, justify it's importance in the organization.

Part-III

Q3 Only Long Answer type Questions (Answer Any Two out of Four) (16)  
What differentiates human resource management from strategic human resource management?

- Q4 What are the methods of recruitment in global SHRM? Explain in detail. (16)
- Q5 Explain Relationship between HPWP and organizational performance? (16)
- Q6 Explain the various theories of SHRM in detail? (16)



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MBA  
18MBA403C

4<sup>th</sup> Semester Regular / Back Examination: 2021-22  
INDUSTRIAL LEGISLATIONS  
BRANCH(S): BA, FM, GM, HRM, IB, MBA, MBA (M & F), MM

Time : 3 Hour  
Max Marks : 100  
Q.Code : J350

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

- Q1** **Part-I** (2 × 10)
- Answer the following questions :
- Define Collective Bargaining.
  - State the difference between 'strikes' and 'lockouts'
  - What is ESI? Mention the year of amendment of ESI Act.
  - What are the key reasons for industrial disputes?
  - Explain the term 'Minimum Wage'.
  - Outline the objectives of Payment of Bonus Act.
  - Which Act encompasses the Industrial Tribunal?
  - What is Employment Injury?
  - State the constituent elements of Conciliation Machinery in Indian context.
  - What is the role of ILO?
- Q2** **Part-II** (6 × 8)
- Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)
- Briefly discuss the mechanisms for settling industrial disputes.
  - Enumerate the different forms of Collective Bargaining process.
  - Explain the procedure underlying the submission of draft standing orders.
  - Describe the salient features of Minimum Wages Act, 1948.
  - Enunciate the rights and responsibilities of registered Trade Unions.
  - What are the various grounds or bases for employee compensation under Employee Compensation Act, 1923? Figure out the exceptional cases where the act is not applicable.
  - What is the compensation designed for Permanent Total Disablement?
  - What are the benefits provided by E.S.I Act?
  - Mention the deductions made for Absence from Duty.
  - Write a note on 'fixation of wage periods'.
  - Examine the salient features of Employees' Pension Scheme.
  - What is the rationale behind rights to lay-off compensation? What are the criteria for payment of compensation to a laid-off workman?

Part-III

- Only Long Answer Type Questions (Answer Any Two out of Four)**
- Q3** What are the needs and objectives of Labour Laws? Explicate the historical background of labour laws in India. **(16)**
- Q4** Elucidate the process of Registration of Trade Unions as per Trade Unions Act, 1926. **(16)**
- Q5** Describe the various powers and duties of Employees' State Insurance Corporation. **(16)**
- Q6** Enunciate the Provisions for Health and Safety as mentioned under The Factories Act, 1948. **(16)**



19/9/22

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MBA  
18MBA401C

4<sup>th</sup> Semester Regular/Back Examination: 2021-22  
TEAM DYNAMICS AT WORK  
BRANCH(ES): BA, FM, GM, HRM, IB, MBA, MBA (M & F), MM  
Time : 3 Hour  
Max Marks : 100  
Q.Code : J189

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Part-I

- Q1 Answer the following questions : (2×10)
- Differentiate between a Group and a Team.
  - Write four essential qualities of a Team Leader.
  - What are the social (or people) roles as per the Belbin's Team Roles?
  - What is collective cohesion? Give an example.
  - What is social loafing? Give an example.
  - How does informal communication impact team performance?
  - What are the 5 factors in Big Five Personality Theory?
  - What does KSA stand for in HRM? Give an example to show distinction among K, S, and A.
  - What is psychodrama? Where is it used?
  - Define organisational culture.

Part-II

- Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6×8)
- Explain the stages of Group Development. How can it be applied to Team Development?
  - What is NGT? How is it conducted?
  - How does personality of an individual affect team dynamics? Explain using any personality theory.
  - Is physical proximity important for team performance? Justify.
  - Explain transformational leadership. How does it impact team performance?
  - Explain the conversion theory of majority and minority influence with examples.
  - "Being a team member is a motivation in itself". Do you agree? Give reasons.
  - What is a T-group? How does it help individuals in their team performance?
  - What are the challenges of a team leader? How can these challenges be overcome?
  - What types of conflicts arise within a team? How can you resolve those conflicts?
  - Organisations essentially function due to people. However, during organisational change, people become the lowest priority. Thus, retrenchment becomes a common phenomenon. How do you react to such happenings? Comment.
  - Explain how team negotiations take place. Give examples of a Win-Win negotiation.

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

Q3 During COVID times, many corporate houses allowed their employees to Work from Home. Do you think affected the team work? Justify your answer with suitable examples. (16)

Q4 You are heading the L&D department of Kavin Infotech. You want to train your technical employees (most of them engineers) on team building and leadership skills. What will be your key considerations before designing the programme? What are the sub-skills you will focus? Prepare a blue print for the programme. (16)

Q5 "Team culture reflects Organisational culture". Do you agree? Justify your answer with examples from the business world. (16)

Q6 Write short notes on : (16)  
a) Intergroup relations  
b) Virtual teams  
c) Team rewards  
d) Groupthink