Registration No.: | | | | | | | | | | |

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Total Number of Pages: 02

Course: MBA
Sub Code: 18MBA401C

4th Semester Regular/Back Examination: 2023-24
Team Dynamics at Work
BRANCH(S): BA, BM, FM, FM&HRM, GM, HRM, IB, LSCM, MBA, MM, RM
Time: 3 Hours
Max Marks: 100
Q.Code: P416

Answer Question No.1 (Part-I) 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 x 10)

a) How role-playing works?
b) How every member contributes in a team's success?
c) How virtual team works?
d) Do you think training is required for team building?
e) How creativity of members influence the progress of a team?
f) Who determines the group norms?
g) How diversity training is helpful for the team members?
h) How team success can be measured?
i) Write a short note on cross functional team.
j) How the corporate culture influences growth of a team?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 × 8)

a) Discuss different types of team conflicts arise.
b) What are performance indicators of a team?
c) What are the prerequisites for a team success?
d) Managing a team is as challenging as team development. Discuss.
e) Elucidate equity, diversity, and inclusion in team performance.
f) How to resolve the team conflicts? Explain with examples.
g) Distinguish group and team from organization perspective.
h) Explain the process of group formation.
i) What are the factors influences a team success?
j) Team communication is often multidimensional. Comment.
k) Discus the reward strategy to maintain the high performing teams.
l) Discus the emergence and challenges of virtual teams.

Part-III

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

Q3 Discuss the influences and functions of a team leader. Explain how power relations established in a professional team. **(16)**

Q4 What are the salient objectives of team dynamics? How different teams work towards a common goal together in an organization? **(16)**

Q5 Elucidate the team building process in an organization. How different types of teams emerge and function in an organization? **(16)**

Q6 Discuss the challenges of decision making and problem solving in a team. Analyze the influence of social power. **(16)**

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BHUBANESWAR

Total Number of Pages: 02

Course: MBA
Sub_Code: 18MBA402C/18PTMBA602C

4th / 6th Semester Regular/Back Examination: 2023-24
SUBJECT: Strategic HRM
BRANCH(S): BA,BM,FM,FM&HRM,GM,HRM,IB,LSCM,MBA,MM,RM, MBAP
Time: 3 Hour
Max Marks: 100
Q.Code : P517

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 x 10)

a) What is Strategic HR?
b) What is the objective of Strategic HRM?
c) How Strategic HR is different from Traditional HR?
d) Define Strategic Performance Management System.
e) What are the 5 principles of SHRM?
f) Define core competency.
g) What are the main characteristics of SHRM?
h) What do you understand by best fit approach?
i) What are the competencies of Global Management?
j) What are high performances works practices? State in few lines.

Part-II

Q2 **Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)** (6 × 8)

a) Training & Development is mandatory or luxury in 21st century. What is your view on this? Explain.
b) Organizational outcomes depend on the performance of HRM? Do you agree? Justify.
c) What are the strategic issues in International Assignments? Discuss.
d) To get Global competitive advantage we need Global Competent managers. What is your view? Explain.
e) What can be the possible strategies for Training and Development? Elaborate.
f) Is Investment in job secure workforce commendable? Explain it.
g) Aligning HR Strategy with Business strategy is the need of the hour. Explain.
h) What do you understand by the investment practices for improved retention? How to retain the talents?
i) What is core competency? How it gives the competitive advantage to the organization?
j) What is the sustainable Global competitive advantage? Explain.
k) What are transnational strategies in HRM? Elaborate.
l) What do you mean by integrated HR system? Justify its importance.

Part-III

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

Q3 What differentiates HRM from SHRM? Explain with suitable example. **(16)**

Q4 High performance working practices is related to Organizational performance. Justify. **(16)**

Q5 What are the methods of recruitment in Global SHRM? Explain in detail. **(16)**

Q6 Write notes on the following **(16)**

i. Strategies for Employee Engagement.
ii. Corporate Ethics, values, and SHRM.

Registration No.:

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Total Number of Pages: 02

Course: MBA / MBAP

Sub_Code: 18MBA403 /18PTMBA603C

4th / 6th Semester Regular/Back Examination: 2023-24

SUBJECT: INDUSTRIAL LEGISLATIONS

BRANCH(S): BA, BM, FM, FM&HRM, GM, HRM, IB, LSCM, MBA, MM, RM, MBAP

Time: 3 Hours

Max Marks: 100

Q.Code: P590

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 x 10)**

a) B, working in a scheduled establishment does two works, the minimum wages for the two works are Rs. 160/- and Rs. 200/- respectively. At what rate he will get his wages?

b) X, an employee of a company was suspended for 6 months due to delay in submitting the production report of his unit. Later he was reinstated in service with full pay. The employer refused to pay bonus to him for the suspended period of six months. Advise what should the employee do?

c) An employee was dismissed form service due to an act of conduct in an accounting year. Is he eligible to get Bonus during the accounting year?

d) What is deemed continuous service? How is it different from continuous service?

e) An employee gets his wage on piece rate basis from his employer. How will his gratuity be calculated?

f) Can the gratuity be forfeited for theft committed by an employee under the payment of Gratuity Act?

g) Raju has been employed by Big Bazaar as a part time sweeper to clean the floors twice during the day. The provident Fund Inspector visited the establishment and raised objections for non-inclusion of the name of Raju in the muster Roll and not paying provident fund contributions. Is the Inspector's objections valid?

h) An employee left the factory after his duty hour but returned after one hour to take his belongings. This time he was injured. Is the employer liable to pay compensation?

i) A worker while working in a factory died a natural death following a cardiac arrest. The fellow workers refused to work until his family members are summoned and dead body is sent to his native place. Does it amount to strike on their part?

j) A worker was suspended and disciplinary proceedings were initiated against him. The employer did not pay him subsistence allowance. Discuss the rights of the workman.

Part-II

Q2 **Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)** (6 × 8)

a) What are the rights and obligations of workers under Factories Act, 1948 and amendment thereof?

b) Who is an occupier? What are the general duties of the occupier?

c) What are the powers of an Inspector under Factories Act, 1948?

d) When is an employee eligible to Gratuity? And how much is payable to an employee?

e) What are the restrictions on employment and work of women in a factory?

f) Explain the concept of "arising and out of and in course of employment" in the context of Employees Compensation Act

g) What are the penalties of ESI Act, 1948 for contravention of the provisions of the Act?

h) Write the scope and objects of EPF and Miscellaneous provisions Act, 1952.

i) When does an employee forfeit his right to gratuity?

j) What is industrial dispute? When does an individual dispute become an Industrial Dispute?

k) What are the conditions precedents to a lock-out of a factory?

l) What is a public utility service? Are there any statutory prohibitions for strike in such establishments?

Part-III

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

Q3 Discuss six types of benefits to which an insured person and their dependents are entitled. **(16)**

Q4 Discuss the provisions relating to layoff and retrenchment of workers of a public sector unit where more than 1000 workers are on roll. **(16)**

Q5 Critically analyse the objectives and scope of the Industrial Legislations in India. How far the objectives have been met in Independent India? **(16)**

Q6 Discuss the dispute settlement mechanisms as provided in the various labour legislations in India. **(16)**