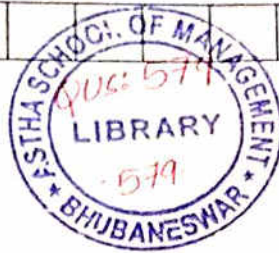


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HR

Total Number of Pages: 02

Course: MBA
Sub_Code: 18MBA403C

4th Semester Regular/Back Examination: 2024-25

SUBJECT: INDUSTRIAL LEGISLATIONS

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

Time: 3 Hours

Max Marks: 100

Q.Code: S207

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)

- Why is Industrial legislations significant in industries?
- What is a hazardous process under Factories Act?
- When does an employer refuse to pay Bonus to an employee legally?
- Define Industrial disputes.
- What are the objectives of Minimum Wages Act?
- What is doctrine of notional extension in Employees compensation Act?
- What is a lockout? When can a company declare lockout?
- What is the role of a conciliation officer?
- What is the amount of contributions made by employee and employer under EPF Act?
- What is an employment injury?

Part-II

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

- Discuss the provisions of payment of gratuity (when to pay, whom to pay, and how much to pay) to an employee of a company.
- Describe the procedure to register a trade union and obtain certificate for the same.
- Discuss briefly the mechanisms of settling industrial disputes.
- Enumerate the different forms of collective bargaining process.
- What are the procedures for retrenchment of workmen of an industrial organisation?
- Briefly discuss the provisions of the Factories Act with regard to health of workers.
- Distinguish between model standing orders and certified standing orders.
- Write a note on Payment of subsistence allowance under IE (standing orders) Act.
- Distinguish between Arbitration and Adjudication under the Industrial Disputes Act.
- Distinguish between sickness benefit and medical benefit under ESI Act.
- Discuss the principles governing domestic enquiry.
- Discuss different types of strikes that may take place in an industrial establishment.

Part-III

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

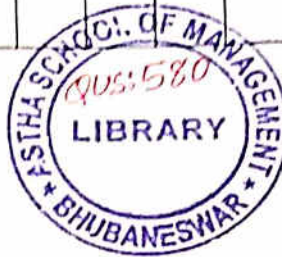
(16 x 2)

- Q3** Describe the provisions of Factories Act with respect to Welfare. **(16)**
- Q4** Discuss the different types of compliances a company must adhere to under the Factories Act. **(16)**
- Q5** State the penalties for the closure of an undertaking without giving notice under the Industrial Disputers Act. **(16)**
- Q6** Discuss the provisions relating to the privileges of registered trade union. Also describe the rules regarding change of the name of the registered union. **(16)**

Registration No.:

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HR



Total Number of Pages: 02

Course: MBA
Sub_Code: 18MBA402C

4th Semester Regular/Back Examination: 2024-25

SUBJECT: Strategic HRM

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

Time: 3 Hours

Max Marks: 100

Q.Code: S135

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

(2 x 10)

Q1 Answer the following questions:

- What is the objective of Strategic HRM?
- How Strategic HR is different from Traditional HR?
- Define core competency.
- What are high performances works practices? State in few lines.
- What is Investment perspective in HR?
- What is an Integrated HR System?
- What do you understand by Best Fit Approach?
- Define Strategic Performance Management.
- What are Strategic HR Policies?
- What do you mean by Universalistic theory of SHRM?

Part-II

(6 x 8)

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

- Organizational outcomes depend on the performance of HRM? Do you agree? Justify.
- To get Global competitive advantage we need Global Competent managers. What is your view? Explain.
- Core competencies derive the competitive advantage. If you agree on the statement, explain with an example.
- Aligning HR Strategy with Business strategy is the need of the hour. Explain.
- What is core competency? How it gives the competitive advantage to the organization?
- What is the sustainable Global competitive advantage? Explain.
- What do you mean by integrated HR system? Justify its importance.
- Distinguish between expatriation & repatriation.
- Discuss the strategic issues in international assignments.
- Explain Best Practice Approach with an example of IT Company?

- k) In what ways does the HRD function relate to the organizations strategy? Give contextual examples?
- l) Is Investment in job Secure Workforce commendable? Explain & Justify.

Part-III

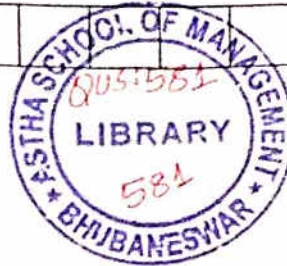
Only Long Answer Type Questions (Answer Any Two out of Four)

(16 x 2)

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|-----------|---|-------------|
| Q3 | What differentiates human resource management from strategic human resource management? | (16) |
| Q4 | Explain Relationship between High Performing Work Team (HPWP) and Organizational Performance? | (16) |
| Q5 | Differentiate between 'Best Fit' approach and 'Best Practice' approach. | (16) |
| Q6 | How the strategy will help for a better utilization of Human Resources in an Organization? Explain. | (16) |

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HR

Total Number of Pages: 02

Course: MBA
Sub_Code: 18MBA401C

4th Semester Regular/Back Examination: 2024-25

SUBJECT: Team Dynamics At Work

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

Time: 3 Hours

Max Marks: 100

Q.Code: S043

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)

- What is the purpose of forming teams in organizations?
- How does a group differ from a team?
- What is the role of social influence in team performance?
- Define a virtual team.
- How does a virtual team differ from a traditional team?
- What are the key elements to consider when evaluating a team performance?
- What is meant by "team building"?
- Define diversity in the context of team dynamics.
- Mention two factors that contribute to effective team communication.
- Distinguish between cooperation and competition in teams.

Part-II

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

(6 x 8)

- Discuss the various types of teams with suitable examples. How do the types of teams impact communication and collaboration?
- What strategies can organizations adopt to ensure adequate training of cross-functional teams?
- Illustrate the process of team building. Why is it crucial for team success?
- Explain the importance of evaluating and rewarding teams. What methods can be used to ensure fair assessment and motivation?
- Discuss the impact of social influence on individual behavior within teams. How can it be managed positively?
- Compare and contrast self-managed teams and cross-functional teams. How do their dynamics differ?
- "Conflict brings out a communication gap among employees." Explain.

- h) How can organizations design training programs that align with team needs and organizational goals?
- i) How do reward systems influence motivation and performance in teams? Suggest both financial and non-financial rewards.
- j) What are the best practices for onboarding members into a virtual team to ensure smooth integration?
- k) How can organizations create an environment that supports effective team dynamics and performance?
- l) Explain the term 'Decision Making' and the role of teams in organizational decision-making.

Part-III

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

(16 x 2)

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|-----------|---|-------------|
| Q3 | Examine the key challenges faced by team leaders in managing diversity within teams. How can leaders leverage diversity to enhance team creativity, inclusivity, and performance? Provide examples. | (16) |
| Q4 | Briefly explain the functions and challenges of a cross-functional team. How can understanding basic team processes improve collaboration and performance in organizational teams? | (16) |
| Q5 | Discuss the relationship between team culture and organizational culture. How can alignment between the two influence team motivation, cohesion, and outcomes? | (16) |
| Q6 | "A team is more than the sum of its parts." Critically analyze this statement in the context of team synergy, communication, and mutual accountability. Support your answer with models and examples. | (16) |