



**Master of Business Administration (MBA) (Semester – III)**  
**Examination, June 2017**  
**(Under Distance Learning)**  
**TRAINING AND DEVELOPMENT**

Date : 13-6-2017

Time : 2.30 p.m. to 5.30 p.m.

Total. Marks : 70

**Instructions:** 1) Answer **any five** from the following.  
2) **All** questions carry **equal** marks.

1. Define training and distinguish between education, training and development.
2. What are the methods of training need assessment ?
3. Define reinforcement. What is positive reinforcement and negative reinforcement ?
4. Define training design and explain the process of training design.
5. What is training implementation ? Explain the various approaches to training.
6. What are the on the job and off the job training methods ?
7. Explain the Kirkpatrick's model of evaluation of training program.



FM 507

M.B.A. (Semester – III) Examination, June 2017  
(Under Distance Learning)

**ORGANISATIONAL DESIGN, DEVELOPMENT AND CHANGE**

Date : 14-06-2017

Time : 2.30 p.m. to 5.30 p.m.

Total Marks : 70

**Instructions :** 1) Answer **any 5** from the following.  
2) **All** questions carry **equal** marks.

1. Define organizational theory. Why is it important for managers to understand it ?
  2. What can an organization do in order to satisfy the divergent and competing interests of the different stakeholder groups ?
  3. Explain the different sources of organizational ethics. Explain why unethical behavior occurs.
  4. Explain the four design challenges that managers face when they are designing an organizational structure.
  5. What do you understand by organizational change ? Comment on planned change and types of planned change.
  6. What are the four basic strategies that organizations use in order to implement a change program ? Explain the factors on which the selection of strategy is based.
  7. Explain the three step model of managing an OD program. Explain the organizational subsystems and the organizational processes diagnosed.
  8. Write short notes on (**any Three**) :
    - a) Kurt Lewin's model of change.
    - b) OD intervention
    - c) Sensitivity training
    - d) Force Field Analysis
    - e) Proactive change.
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FM 404

**Master of Business Administration (MBA) (Semester – III)**  
**Examination, June 2017**  
**(Under Distance Learning)**  
**PERFORMANCE AND POTENTIAL MANAGEMENT**

Date : 15-06-2017

Time : 2.30 p.m. to 5.30 p.m.

Total Marks : 70

**Instructions :** 1) Answer **any five** from the followings.  
2) **All** questions carry **equal** marks.

1. Define performance management system. What are the key benefits of performance management system ?
2. Explain the performance planning cycle.
3. Define performance appraisal. Explain the process of performance appraisal.
4. Explain the CIRO technique with reference to feedback system.
5. Describe performance appraisal as a training need assessment tool.
6. Define counseling. What are the aims and approaches of counseling ?
7. Discuss in detail Behavioral anchored rating scale.



FM 405

M.B.A. (Semester – III) Examination, June 2017  
(Under Distance Learning)  
LABOUR LAWS

Date : 16-06-2017

Time : 2.30 p.m. to 5.30 p.m.

Total Marks : 70

**Instructions :** 1) Answer **any 5** from the following.  
2) **All** questions carry **equal** marks.

1. Define 'Strikes' and 'Lockouts'. Under what circumstances the strikes and Lockout are prohibited under the Industrial Dispute Act.
2. Who is a Commissioner under the Workmen's Compensation Act, 1923 ? Discuss the provisions of the Act regarding their Appointments and Powers.
3. Discuss the provision under the Factories Act, 1948 relating to the welfare of workers.
4. Discuss the procedure of fixing minimum wages. What is the composition of such minimum rates of wages under Minimum Wages Act, 1948.
5. What are the different types of benefits provided by the Employee's State Insurance Act, 1948 ?
6. Define and discuss 'arising out and in the course of employment' as used in the Workmen Compensation Act, 1923.
7. What are the rights of the employees under the payment of Gratuity Act, 1972 ?
8. Write short notes (**Any three**) :
  - a) Lockout
  - b) Closure
  - c) Illegal strike
  - d) Conciliation officer
  - e) Health provisions under Factories Act.

