



**M.B.A. (Semester – III) (Regular and Repeater) Examination, June 2018**  
**(Under Distance Learning)**  
**COMPENSATION MANAGEMENT**

Date : 14-6-2018

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. Discuss the various types of compensation with respect to organizations. Analyze the distinction between the traditional and modern compensation system.
  2. How would you evaluate the compensation plan ? Discuss it in detail.
  3. What do you mean by the term payroll outsourcing, how is it benefitted in today's scenario ?
  4. What do you mean by performance management ? Explain the need of performance management in current scenario.
  5. What are the different types of incentive schemes ? Explain what performance linked pay structure is.
  6. What are the advantages and disadvantages of profit-sharing schemes ?
  7. What do you mean by the term attrition and explain the various signs of attrition ? Explain the retention strategies adopted by many organizations.
  8. Write short notes on (**any three**) :
    - a) MBO
    - b) 360 degree appraisal
    - c) Balance-Scorecard
    - d) Non-monetary rewards
    - e) Process of reward.
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**Master of Business Administration (M.B.A.) (Semester – III)  
(Under Distance Learning) Examination, June 2018  
(Regular/ Repeater)  
MANPOWER PLANNING**

Date : 13-6-2018

Total Duration: 2.30 p.m. to 5.30 p.m.

Total Marks : 70

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

1. Define succession planning and what are the elements of succession planning.
  2. Discuss the nature, scope and process of manpower planning in detail.
  3. Define recruitment and selection. Explain the process of recruitment and selection in detail.
  4. Explain the various methods of internal and external recruitment along with the advantages and disadvantages of both.
  5. Explain the various steps involved in manpower planning and factors affecting the process of manpower planning.
  6. Define work environmental and explain the factors affecting the work environment.
  7. Define organizational structure and explain the various types of organizational structure.
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**M.B.A. (Semester – III) (Regular and Repeater) Examination, June 2018  
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**LABOUR LAWS**

Date : 12-6-2018

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. What are the advantages and disadvantages of referring a dispute to an arbitrator ?
  2. Discuss the procedure for Deductions of damage or loss in Payment of Wages Act, 1936. What are the Deductions for services rendered under Payment of Wages Act, 1936 ?
  3. How far is an employer liable for compensation to a workman injured by an accident arising out of and in the course of his employment ?
  4. "The Keystone of the Factories Act is Safety first and 'safety Last". Comment. Describe the various statutory measures to be followed in this respect.
  5. The Payment of Bonus Act 1965 is not applicative to certain employees who are they ?
  6. What is the purpose of grievance settlement authority ? How does it compare with conciliation machinery ?
  7. What are the scope and objectives of the Employee's Provident Funds and Miscellaneous Provisions Act 1952 ?
  8. Write short notes (**any two**) :
    - a) Lock out and closure
    - b) Unfair Labor Practice
    - c) Duties of investigating officer – Factories Act
    - d) Conciliation officer.
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**Master of Business Administration (M.B.A.) (Semester – III)  
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PERFORMANCE AND POTENTIAL MANAGEMENT**

Date : 11-6-2018  
Time : 2.30 p.m. to 5.30 p.m

Total Marks : 70

***Instructions :*** Solve any 5.

***All questions carry equal marks.***

1. Explain the six steps involved in the implementation of Performance Management System. (P.M.S.).
  2. Explain MBO system/process. What are the limitations of MBO ?
  3. What is the difference between performance appraisal system, performance appraisal procedure and performance appraisal method ?
  4. How training needs are created and programmes are arranged ?
  5. List the four types of feedback and the circumstances under which each is used.
  6. How to analysis the skill of "Decision Making" ?
  7. Explain the process of performance planning and goal setting.
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**M.B.A. (Semester – III) (Regular and Repeater) Examination, June 2018  
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**ORGANIZATIONAL DESIGN, DEVELOPMENT AND CHANGE**

Date : 10-06-2018

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. Explain what is organization development. How is it different from other consulting methods ?
  2. Differentiate between an internal and an external change agent. Explain the key roles pertaining to organizational change.
  3. What you understand by organizational diagnosis ? How it is carried out ?
  4. Explain the values, beliefs and assumptions of OD. What are its implications on individuals, groups and running organizations ?
  5. How is role negotiation technique different from role analysis technique ? When is this used ?
  6. Write short notes on (**any two**) :
    - a) Kurt Lewin's model of change.
    - b) OD intervention.
    - c) Reactive change.
    - d) Decentralization.
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