

MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE, MADANAPALLE
(UGC-AUTONOMOUS)

MBA II Year II Semester (R18) Regular End Semester Examinations –September 2020
INTERNATONAL BUSINESS

Time: 3Hrs

Max Marks: 60

Attempt all the questions. All parts of the question must be answered in one place only.
In Q.no 1 to 5 answer either Part A or Part B only. Q.no 6 which is a case study is compulsory.

Q.1(A)	Explain dimensions and stages in globalization.	10M
OR		
Q.1(B)	Discuss porters national competitive advantage theory.	10M
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Q.2(A)	What is exporting? How do the firm enter international markets through exporting strategy?	10M
OR		
Q.2(B)	Compare and contrast the role of IMF? What is its impact on indian economy	10M
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Q.3(A)	Describe the organization structure of world trade organization (WTO)	10M
OR		
Q.3(B)	Explain the advantages of Economic integration. Write a short note on major trade blocks in Asia and Europe.	10M
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Q.4(A)	Discuss the significant issues that relate to International HR Management.	10M
OR		
Q.4(B)	What is International product life cycle? Explain the marketing the marketing strategies during different stages of product life cycle.	10M
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Q.5(A)	Special Economic Zone is the penances for India export performance? comment	10M
OR		
Q.5(B)	Discuss the salient feature of EXIM Policy of India	10M
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Q.6	Case Study	10 M

Reebok, the well-known athletic shoe multinational, gets its products contras act manufactured by independent firms in the developing countries. The MNC which gives importance to low cost and high quality is also concerned with human rights protection and requires its suppliers to follows the following human rights standards.

Nondiscrimination: Reebok will seek business partners who do not discriminate in hiring and employment practices on ground of race, color, national origin, and gender religion or political or others opinions.

Working Hours / Overtime: Reebok will seek business partners who do not require more than 6 hours work on a regularly scheduled basis, except for appropriately compensated overtime in compliance with local laws, and we will favor business partners who use 48-hrs work weeks as their maximum normal requirements.

Forced or Compulsory Labour: Reebok will not work with business partners that use forced or other compulsory labour, including that is required as a means for political coercion or as punishment for holding or for peacefully expressing political views, in the manufacture of its products.

Fair Wages: Reebok will seek business partners who share our commitment to the betterment of wage and benefit level that address the basic needs of workers and their familiar so far as possible and appropriate in light of national practices and conditions.

Child labour: Reebok will not work with business partners that use child labor. The term "Child" generally refers to a person who is 14 years of age or younger than the age for completing compulsory education if the age is higher than 14. In countries where the law defines "child" to include individuals who are older than 14, Reebok will apply that definition.

Freedom of Association: Reebok will seek business partners that share its commitment to the right of employees to establish and join organizations of their own choosing. Reebok will seek to assure that no employee is penalized because of his or her non-violent exercise of this right. Reebok recognizes and respects the right of all employees to organize and bargain collectively.

Safe and healthy work environment: Reebok will seek business partners that strive to assure employees a safe and healthy workplace and that do not expose workers to hazardous conditions.

Questions:

1. Discuss the human rights protection endeavors of Reebok?
 2. What are the implications for the developing country suppliers? Will these standards pose a problem for the supplier? In what way will these standards benefit the suppliers in particular and developing country industrial sector in general?
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MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE, MADANAPALLE

(UGC-AUTONOMOUS)

MBA II Year II Semester (R18) Regular & Supplementary End Semester Examinations – SEP 2020**ENTREPRENEURSHIP DEVELOPMENT & PROJECT MANAGEMENT**

Time: 3Hrs

Max Marks: 60

Attempt all the questions. All parts of the question must be answered in one place only.
In Q.no 1 to 5 answer either Part A or Part B only. Q.no 6 which is a case study is compulsory.

Q.1(A) Define entrepreneurship and explain the types of entrepreneurship. 10 M

OR

Q.1(B) Discuss the challenges faced by women entrepreneurs in India. 10 M

Q.2(A) Design and develop entrepreneurial business planning process. 10 M

OR

Q.2(B) Discuss the role of financial institutions to support for entrepreneurship in India. 10 M

Q.3(A) Define project management and explain the role and responsibilities of project manager. 10 M

OR

Q.3(B) Discuss the role of District Industrial Centre (DIC) and Small Industries Services Institute (SISI) for Entrepreneurship Development? 10 M

Q.4(A) Define venture capital and explain venture capital funding and its advantages. 10 M

OR

Q.4(B) Describe the various sources of finance for an entrepreneurial enterprise. 10 M

Q.5(A) Explain network analysis and how it is useful in project designing. 10 M

OR

Q.5(B) Evaluate the project implementation and project audit. 10 M

Q.6 Case Study 10 M

Reeta Singh: From Dairy Woman to Helicopter Owner

Reeta Singh, 45 years old in January 2000, the founder of Mesco Company with an annual turnover of Rs.1,500 crore had to put hard labour to reach to the pinnacle of her success. When she was just 7 years old, her father retired from the post of lecturer. She got married with an Air Force Officer at the age of 19 years. When she felt boredom after marriage she planned to start a milk dairy. She started it with the three buffaloes at Hindon near Ghaziabad. She started earning profits from selling milk and thought to expand her dairy business. However, it was not accepted to the luck. Her husband was, meanwhile, transferred to Sarwana. Like most of the Indian wives, she joined her husband at Sarwana but certainly with her innate enterprising attitude.

That place and situations do not deter one from marching ahead in accomplishing one's mission was certified by Reeta Singh by installing a Sugar Plant at Sarwana. She was so strong in her mission that she dared to do her own even the risky jobs like driving tractors packed with sugarcane. There came yet another trial for her.

Her husband had to retire 20 years before his super annuation age as he fell prey to paralysis. Now, there was no other option for Reeta Singh but struggle and struggle. This struggle period sparked an altogether new business idea in her head. Reeta Singh started thinking of venturing into the export business that was least known to her. But she was firm on it and her ardent effort brought an order for the tune of 5,000 tons of Tepeo [a kind of cattle fodder] to supply to Germany and America. Reeta Singh somehow complied with the order without any sufficient capital at her disposal and toured Germany all alone. Though she did not earn any profit out of her business tour to Germany, she could well understand the complex procedure involved in export business. This came as a turning point in her life. Then, there was no looking back for Reeta Singh.

The Hindi word 'Singh' means Lion. The name 'Reeta Singh' symbolises 'Lion'. She was so strong in strengths and serious in efforts as lion is. Today, the outcomes of Reeta Singh's tireless hard labour to achieve greater and greater things in life are the Mesco Pharmaceuticals, Steel plant, Leather Goods, Shoe Company, and Mesco Airlines. There is no denying of the fact that to erect such a gigantic business empire and to reach to her self-actualization stage, Reeta Singh underwent through every trail of struggles she was put in. That is why her success founded on series of struggles has made Reeta Singh inclined to simple life and ordinary things. She does not like much to join the status symbol parties till late night. What she likes is to look after her business empire by travelling abroad in her own two Helicopters. She likes to pass her holidays in her holiday home in Mauritius. In fact, her likings are bundles of contradictions. While she likes to be adorned with diamond and pearl, she loves to remember her days of struggle by looking at people travelling on ricksha was and in jampacked DTC and blue line buses while travelling in her costliest Rolls Royes on the heavily crowded roads in the national capital city of Delhi. This is not the end of her likings. Last time, she also contested from the Ghaziabad parliamentary constituency which she lost. She wants to live life with fulfilment for which she is always ready to take any risk.

Reeta Singh believes: "Risk needs to be taken in life because it is impossible to climb the stairs of success without taking risks."

Questions:

1. In your opinion, which theory of motivation does apply to Reeta Singh?
2. Discuss the major entrepreneurial competencies that you find in this case?

END

MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE, MADANAPALLE
(UGC-AUTONOMOUS)
MBA II Year II Semester (R18) Regular End Semester Examinations – OCT 2020
FINANCIAL ENGINEERING

Time: 3Hrs

Max Marks: 60

Attempt all the questions. All parts of the question must be answered in one place only.
In Q.no 1 to 5 answer either Part A or Part B only. Q.no 6 which is a case study is compulsory.

Q.1(A) Define Financial Engineering and Distinguish between Financial Engineering and Financial Analysis? 10 M

OR

Q.1(B) What are the Environmental factors which contributed for the growth of Financial Engineering? 10 M

Q.2(A) Discuss the impact of increase and decrease of Repo/Reverse repo rate on economy and banking sector? 10 M

OR

Q.2(B) Discuss on various innovative financial products and its importance in financial engineering? 10 M

Q.3(A) Explain the Role of interest rate risk & liquidity risk management in Asset and Liability Management? 10 M

OR

Q.3(B) How the evolution of Asset Liability Management took place in Indian Banking System? Discuss the significance of the ALM system in Indian Banking industry. 10 M

Q.4(A) Explain in detail the various reasons for corporate restructuring? 10 M

OR

Q.4(B) What is meant by Demerger? Explain various forms of demergers and the reasons for demergers? 10 M

Q.5(A) Discuss on recent developments towards Financial Globalization in view of f new market linkages? 10 M

OR

Q.5(B) What are derivatives? Elucidate the role of Derivatives in risk management? 10 M

Q.6 **Case Study** 10 M

What Makes a Risk Insurable, and Possibly Transferable or Tradable?

The degree of insurability of various risks, and thus the manner which they may be managed or possibly transferred, depends on a number of considerations. In general, insurability is enhanced when a risk is assessable in terms of both its frequency and its severity, when insured events are independent of one another and losses relatively uncorrelated, and when risks may be mitigated by seeking diversification benefits through pooling or other means. In addition, transferring risks in the financial markets depends on the ability to identify, measure, and isolate specific risk characteristics, ideally using independent assessments (e.g., by rating agencies or specialized risk modeling firms). Perceptions about the types of risk that can be intermediated change over time due to financial innovation. Moreover, such innovations are very often influenced by regulatory frameworks and technological advances, particularly with regard to the ability to better measure and decompose complex risk exposures.

Financial innovation acts to expand the boundaries of risk insurability and transferability, as most clearly illustrated by the management of credit and interest rate risks. Advances in financial market techniques allow risks that were previously considered uninsurable to be more precisely measured and proactively managed, and thus made insurable. One method by which insurers approach these issues and classify risks is by considering whether a risk exposure reflects a one-sided or a two-sided market. The latter typically involves counterparties with offsetting initial exposures (e.g., currency risks) who clearly benefit from trade. As such, two-sided risks are considered most amenable to market-based risk management activity. By contrast, one-sided risks affect exposed parties in broadly similar ways (e.g., natural catastrophes and longevity), and far fewer, if any, natural counterparties exist. Therefore, managing one-sided risks has traditionally involved pooling by (re)insurers, and charging a premium to warehouse such risks for a period of time. In addition, and very importantly, (re)insurers often also rely on the ability to periodically reprice insured risks (usually annually), which helps to adjust or limit their exposure and results in insurance customers sharing in the costs of an increase in insurance losses.

Interestingly, some risks, previously perceived as one-sided, may become more two-sided, and thereafter may be transferred to a broader group of investors as new technologies and financial instruments are developed. By creating a market price for these risks, such innovations enable insurers and other market participants to more accurately measure and manage their exposures, thereby further increasing the likelihood of one-sided risks becoming tradable.

In the absence of a clear approach or regulatory framework regarding the role of insurers, only a few of the largest and most innovative insurance companies have pursued market-based risk management techniques. These insurers have been motivated in part by economic capital, capacity, and broader balance sheet and return objectives. Insurance companies can face significant difficulty in obtaining regulatory capital relief for such activities.¹ For example, while U.S. insurers can deduct the cost of reinsurance from their gross premiums for the purpose of calculating risk-based capital requirements, they generally cannot do so when securitizing risks transferred in the capital markets. In some cases, supervisors cite concerns about residual basis risk from capital market transactions (e.g., which may exist with non-indemnity structures, as noted earlier) that are not considered present with typical reinsurance arrangements.

Consequently, risk reduction methods with payoffs based on indemnity triggers are more likely to be granted full capital relief, whereas the regulatory treatment of structures with payoffs based on indices or parametric triggers is typically less certain and less favorable. Relative to bank regulatory treatment, insurers in most countries get little or no regulatory credit for partial hedges or dynamic hedging strategies (e.g., transactions with term mismatches), a factor that acts to discourage proactive risk management strategies in the insurance area.

Questions:

- 1) Is Risk Insurable, and Possibly Transferable or Tradable?
- 2) How Financial Innovation can help in mitigating the risk?

END

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MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE, MADANAPALLE
(UGC-AUTONOMOUS)

MBA II Year II Semester (R18) Regular End Semester Examinations – OCT 2020
ADVERTISING AND SALES PROMOTION

Time: 3Hrs

Max Marks: 60

Attempt all the questions. All parts of the question must be answered in one place only.
In Q.no 1 to 5 answer either Part A or Part B only. Q.no 6 which is a case study is compulsory.

Q.1(A)	Outline the advertising objectives? Discuss in detail?	10 M
OR		
Q.1(B)	Write about Advertising Budget in detail?	10 M
Q.2(A)	Discuss in detail about the Five M's to design the advertisement?	10 M
OR		
Q.2(B)	Discuss the advantages, disadvantages, and limitations of Radio Media?	10 M
Q.3(A)	Critically analyze the Challenges of media planning?	10 M
OR		
Q.3(B)	Outline the Techniques to Measure Advertising Effectiveness	10 M
Q.4(A)	Brand Image comes through Advertisement", Comment on the statement?	10 M
OR		
Q.4(B)	List out and explain the various steps in the creative thinking process?	10 M
Q.5(A)	How would you show your understanding on Mobile Advertising? Discuss	10 M
OR		
Q.5(B)	Write in detail the nature and importance of Sales promotion?	10 M
Q.6	Case Study	10 M

A company manufacturing biscuit now plans to launch a new range of biscuits targeted at health and calorie conscious customers as well as diabetics. The company intends to produce these biscuits with multigrain and lower sugar as well as calorie content. It is planned to offer the biscuits in different flavours like apple, orange, vanilla etc. to cater to the different tastes of the customers. The company now has to decide upon the different aspects of the new launch like the ingredients, flavours, branding, packaging and labelling of the product.

Questions:

- (a) Design some methods for generating ideas regarding the product attributes of the proposed range of biscuits?
(b) Analyze the characteristics of a good brand name and Design a suitable brand name for the new offerings?

END

MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE, MADANAPALLE
(UGC-AUTONOMOUS)

MBA II Year II Semester (R18) Regular End Semester Examinations – OCT 2020

TALENT MANAGEMENT

Time: 3Hrs

Max Marks: 60

Attempt all the questions. All parts of the question must be answered in one place only.
In Q.no 1 to 5 answer either Part A or Part B only. Q.no 6 which is a case study is compulsory.

Q.1(A)	Define talent management and explain the nature and importance of talent management.	10 M
OR		
Q.1(B)	Discuss about talent management approach based on employee performance	10 M
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Q.2(A)	Examine the concept of building the talent pipeline in the organization and its benefits	10 M
OR		
Q.2(B)	Analyze the future directions in talent management practices in India	10 M
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Q.3(A)	Explain the sources of attracting talent in the competitive world including the e - recruitment	10 M
OR		
Q.3(B)	Explain how talent multiplication can be used to build distinctive capabilities.	10 M
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Q.4(A)	Explain the concept of Employee Turnover. How can it be managed	10 M
OR		
Q.4(B)	What are the different types of interviews? What type of interview would you choose if you had to conduct an interview for a group of fresher's	10 M
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Q.5(A)	Analyze the Changing role of HR manager from talent perspective	10 M
OR		
Q.5(B)	Explain in detail various talent metrics related to talent management	10 M
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Q.6	Case Study	10 M

Jigar Industry is a 100 crore company headquarter at Ahmedabad. The company is into manufacturing of pigment and markets its products across the country as well as countries in US and Europe. Organization is traditionally run and is fully controlled by the promoters. However, with the advent of competitive environment, the company felt the need for revamping its operations and restructuring the organization structure too. The chief executive officer (CEO) in the meeting with the vice president – operations, vice president – HR and other departmental heads discussed and approved the revised organization structure. The vice president – HR was given a period of three months for completing the revamping recruitment process. The vice president – HR engaged an HR consultant and assigned them following tasks:

- Mapping the existing business profile and strategy of the organization
- Identifying the competency and manpower gaps
- Retraining and redeploying of manpower
- Recruitment of additional manpower

- Preparing of a position wise succession plan and a matching career plan for Employees

Organization recorded an average performance of 17 % increase in sales & profit as against the envisaged target of 40 %. The CEO in his annual review meeting with departmental heads reviewed the situation, and during the course of brainstorming, they identified the followings:

- Some of the employees who did not possess the required level of competencies were recommended for promotion by the HR consultant with a view to complying with the recruitment and staffing target period.
- A few of the new recruits were found to be leaking confidential information to the competitors. A subsequent investigation revealed that some of them were actually implanted by competitors.

Questions:

1. What went wrong with the recruitment process?
2. Did the company take the right step by engaging HR consultant?

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Hall Ticket No:

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Course Code: 18MBAP421

MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE, MADANAPALLE
(UGC-AUTONOMOUS)

MBA II Year II Semester (R18) Regular End Semester Examinations – OCT 2020
SERVICES MARKETING

Time: 3Hrs

Max Marks: 60

Attempt all the questions. All parts of the question must be answered in one place only.
In Q.no 1 to 5 answer either Part A or Part B only. Q.no 6 which is a case study is compulsory.

- | | | |
|-----------|---|------------|
| Q.1(A) | Distinguish the Goods Vs Services with relevant examples. | 10M |
| OR | | |
| Q.1(B) | Analyze the challenges for service organizations? | 10M |
| <hr/> | | |
| Q.2(A) | Define customer expectation in services and explain concept of service expectations? | 10M |
| OR | | |
| Q.2(B) | Write short notes on consumer behavior in goods and services? | 10M |
| <hr/> | | |
| Q.3(A) | How to build a Blueprint in services, explain the process of Courier Service Blueprint. | 10M |
| OR | | |
| Q.3(B) | Analyze the contents in branding process of Services | 10M |
| <hr/> | | |
| Q.4(A) | Discuss in detail the Service GAP-3 and recommend the strategies to fill the GAP-3 | 10M |
| OR | | |
| Q.4(B) | Explain in detail the SERVEQUAL dimensions | 10M |
| <hr/> | | |
| Q.5(A) | Explain in detail the Marketing of Financial Services | 10M |
| OR | | |
| Q.5(B) | Explain in detail the Marketing of Educational Services | 10M |
| <hr/> | | |
| Q.6 | Case study: | 10M |

Online shopping is set to account for nearly 40% of all UK retail sales by 2020, with online sales reaching £38 bn in 2009 and set to quadruple to £162 bn by 2020. According to uSwitch, 8 million UK households spend, on an average, two hours a day shopping online. The most popular online purchases are holidays, films and music. One organization playing a key role in the facilitation of this growth of digital music sales is Apple's iTunes Music Store (iTMS). The iTunes Store is an online business run by Apple Inc., which sells media files that are accessed through its iTunes application. Opened as the iTunes Music Store on 28 April 2003, it proved the viability of online music sales. The virtual record shop sells music videos, TV shows, movies, and video games in addition to music. iTunes now has several personalization options and one of them is 'Just For You'. Apple thoroughly dominates the market, controlling more than 70% of the worldwide online digital music sales. Apple's iTunes store allows the users to purchase songs and transfer them easily to the iPod through iTunes. New songs are added to the iTunes catalogue every day, and the iTunes Store is updated each Tuesday.

Music Distribution in India

The Indian music industry has witnessed a sea change in its distribution pattern in recent years. The introduction of the digital platform has helped music lovers get

access to music very easily. While a significant chunk of music is still distributed through retailers, music companies have started utilizing digital channels for revenue generation to the hilt.

Prominent music companies in India include Saregama, Sony BMG, Times Music, Universal, and Tips. Music Today, a subsidiary of India Today group, markets their products online. They sell their own CD s/DVD s on the Internet, providing shipping options worldwide. Music is also available in India through various online retailers such as Flip kart, Amazon and Landmark. The companies take orders online and deliver the CDs/DVD s physically. Other online platforms such as www.gaana.com allow users to access, listen or download music via the Internet.

Saregama India Ltd is one of the biggest music companies in India. The company pioneered expansion into the digital domain in India. Way back in 2004, music from their catalogue was made available for digital download on global sites such as iTunes, MSN Music, etc. Saregama's music is also available on domestic digital stores like India times, Sify, VSNL and Bharti telecom.

Hamara CD, an innovative venture by Saregama, is a CD purchase website where one can compile one's own customized song list on CD from Saregama's extensive catalogue and have it delivered anywhere in the world. Saregama allows customers to choose from a collection of over 1,00,000 songs. The prices of these services are highly affordable, starting from Rs. 200.

Questions:

1. Why do you think iTunes has been such a success as an online music retailer?
2. Consider your own recent purchase of music. What retail channel did you use to purchase the music and why?

*****END*****

MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE, MADANAPALLE
(UGC-AUTONOMOUS)

MBA II Year II Semester (R18) Regular End Semester Examinations –OCT 2020
STRATEGIC FINANCIAL MANAGEMENT

Time: 3Hrs

Max Marks: 60

Attempt all the questions. All parts of the question must be answered in one place only.
In Q.no 1 to 5 answer either Part A or Part B only. Q.no 6 which is a case study is compulsory.

Q.1(A) Explain nature and scope of Strategic Financial Management 10M

OR

Q.1(B) Describe the process of financial modelling? 10M

Q.2(A) Compare and contrast between Market Value Added and Economic Value Added? 10M

OR

Q.2(B) Reliance Ltd earnings before interest and taxes (EBIT) for the financial year 2012 amounted to \$7,000 million. Applicable tax rate is 20%. 60% of the company's assets are financed by debt which has an after-tax cost of 4%, while 40% is financed by equity with a cost of 10%. Reliance Ltd average total capital employed over the period amounted to \$60,500 million. Compute Amazon Ltd economic value added (EVA). 10M

Q.3(A) What is Sensitivity analysis? Discuss in detail the assumptions and steps involved in sensitivity analysis. 10M

OR

Q.3(B) A company is considering an investment proposal whose cost is Rs 11,000. And its economic life is 4 years. The following are the expected cash flows and certainty equivalent coefficient. 10M

year	1	2	3	4
CFAT(RS)	6667	2500	2000	12500
probability	0.90	0.80	0.50	0.40

Determine ~~IRR~~ NPV. The risk free rate of interest is 7%. Suggest whether the project is feasible or not.

~~IRR~~ NPV

Q.4(A) Evaluate the pros and cons of mergers and acquisitions? 10M

OR

Q.4(B) Critically examine various types of mergers? 10M

Q.5(A) Discuss corporate distress restructuring strategies? 10M

OR

Q.5(B) What is Leveraged Buyout (LBO)? Discuss the stages in LBO? 10M

Q.6

Case Study

10 M

Dream well co, Ltd has an investment proposal that requires an investment outlay of RS.2,50,000. The following information is available.

> Year 1

Possible event	cashflows	probability
A	1,00,000	0.2
B	1,20,000	0.4
C	1,80,000	0.4

Year 2: CFAT possibilities depends on the happening in a year 1 CFAT

Event	Rs1,00,000		Rs 1.20.000		Rs 1,80,000	
	CFAT(Rs)	Probability	CFAT(Rs)	Probability	CFAT(Rs)	Probability
A	45,000	0.2	1.40,000	0.2	1,90,000	0.3
B	1,20,000	0.3	1,80,000	0.6	2,10,000	0.3
C	1,80,000	0.5	1,90,000	0.2	2,60,000	0.4

You are required to advise the company regarding the financial feasibility of the project using decisions tree approach company's cost of capital is 10 per cent.

MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE, MADANAPALLE

(UGC-AUTONOMOUS)

MBA II Year II Semester (R18) Regular End Semester Examinations –OCT 2020**REWARD MANAGEMENT**

Time: 3Hrs

Max Marks: 60

Attempt all the questions. All parts of the question must be answered in one place only.
In Q.no 1 to 5 answer either Part A or Part B only. Q.no 6 which is a case study is compulsory.

Q.1(A)	Discuss the steps involved in determination of compensation in organizations.	10M
OR		
Q.1(B)	Enumerate basic components of compensation and factors determining compensation.	10M
Q.2(A)	Explain various allowances and pension schemes.	10M
OR		
Q.2(B)	Appraise the compensation to following groups (A) Executives and (B) Board of directors.	10M
Q.3(A)	Discuss various shop floor incentives schemes available in India	10M
OR		
Q.3(B)	Discuss the advantages and disadvantages of team rewards?	10M
Q.4(A)	Give a detailed comparison of Indian and International pay systems	10M
OR		
Q.4(B)	Examine the structure and functions of wage boards in India	10M
Q.5(A)	Evaluate the balance sheet approach to expatriate pay system.	10M
OR		
Q.5(B)	Prepare a reward system for sales officer on foreign assignments.	10M
Q.6	Case Study	10 M

Atul krishnan, a new employee of XYZ LTD. Company expressed his dissatisfaction towards the incentives paid to him after staying with the company for about 9 months. He was also an impression that his post graduate scholarship was much better than what was paid to him as an employee he approached the HR Manager who happens to look into the grievances of employees. But HR Manager has replied him saying that Atul was in probation and he cannot be considered for the incentive system which others are enjoying. Atul argued with the manager that in his offer letter, they have promised for a consolidated pay without disturbing the incentive system which would be same as to others. But HR Manager denied it and asked Atul to maintain code of conduct, otherwise he will be expelled from the company. Atul krishnan was also unhappy because he was contributing 27% of the business in his area to the company which was top contribution for the company from the time of its inception. Atul has to wait for the bond of the one year which he signed with the company and left to united states for a doctoral program.

Questions

- 1) Was the company rightly doing with compensation system?
- 2) Was the division of Atul was sight?
- 3) Do you think the approach of HR Manager was right with Atul?
- 4) What are the pitfalls in compensation management of the company?

*****END*****