

Total No. of Questions—6]

[Total No. of Printed Pages—2

[3976]-101

M.P.M. (First Semester) EXAMINATION, 2011

101 : PRINCIPLES AND PRACTICES OF MANAGEMENT

AND ORGANISATIONAL BEHAVIOUR

(2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Q. No. 1 is compulsory.

(ii) Attempt any *three* questions out of remaining questions.

(iii) Marks are assigned to each question.

1. (a) Define organisational behaviour. Discuss its scope and importance in management science. [15]
(b) What is staffing ? What are the various functions under staffing ? Quote examples wherever needed. [10]
2. Discuss the concept of centralisation and decentralisation under organisation structure. Write merits and demerits of centralisation and decentralisation. [15]
3. Define conflict. Why and how constructive and destructive conflicts arise in the organisation ? Make the concepts clear by illustrations. [15]
4. Write the basic concepts of formal and informal groups. Discuss how they affect organisational behaviour. [15]

P.T.O.

- 5.** State need hierarchy theory. What are the limitations faced in applying the theory ? [15]
- 6.** Write notes on any *three* : [15]
- (a) Transactional analysis
 - (b) Johari window
 - (c) Unity of command
 - (d) Span of control
 - (e) Group dynamics
 - (f) Management by Objectives (MBO).

Total No. of Questions—7]

[Total No. of Printed Pages—1

[3976]-102

M.P.M. (First Semester) EXAMINATION, 2011
102 : INDUSTRIAL AND LABOUR ECONOMICS
(2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Attempt any *five* questions.
(ii) *All* questions carry equal marks.

1. “Industrial Development is the engine of economic development.” Discuss with reference to industrial development in India.
2. Define Labour Market. Describe the features of Indian Labour Market.
3. Explain Weber’s Theory of Location of Industries.
4. What are the special problems of female and child labour in India ?
5. Define SSI. What are their features and problems ?
6. What are the credit needs of industries ? Explain any *two* institutional sources of industrial credit.
7. Write notes on any *two* :
 - (a) Types of unemployment
 - (b) Role of service sector
 - (c) Foreign capital
 - (d) Types of Wage Differentials.

Total No. of Questions—7]

Total No. of Printed Pages—1

[3976]-103

M.P.M. (First Semester) EXAMINATION, 2011

103 : HUMAN RESOURCE MANAGEMENT

(2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Attempt any *five* questions.
(ii) *All* questions carry equal marks.

1. Define HRM and explain various functions of HRM in detail.
2. Differentiate between Recruitment and Selection. Describe various sources of recruitment.
3. Define Performance Appraisal. Explain in detail modern methods of performance appraisal.
4. What is the difference between Training and Development ? Enumerate various methods of training.
5. Explain the objectives of HRP and explain the process.
6. Explain Collective Bargaining process in detail.
7. Write short notes on (any *two*) :
 - (a) Kaizen
 - (b) VRS
 - (c) Dismissal
 - (d) Job Enlargement and Job Enrichment.

[3976]-103

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-104

M.P.M. (First Semester) EXAMINATION, 2011

104 : INDUSTRIAL PSYCHOLOGY

(2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Attempt any *five* questions.

(ii) *All* questions carry equal marks.

1. Define Industrial Psychology. Discuss the importance and scope of industrial psychology.
2. Explain the concept of individual differences. What are the factors responsible for individual differences ?
3. Elaborate the various branches of psychology in detail.
4. Explain various psychological tests used in industry. Explain its effectiveness.
5. Is there any difference between male and female psychology ? Explain its impact on productivity.
6. Define group dynamics. Distinguish between individual and group behaviour with reference to psychological traits.

P.T.O.

- 7.** Write short notes on (any *two*) :
- (a) Intelligence Test
 - (b) Research Methods in Psychology
 - (c) Mental Psychology
 - (d) Industrial Psychologist
 - (e) Reliability and Validity.

Total No. of Questions—6]

[Total No. of Printed Pages—2

[3976]-105

M.P.M. (First Semester) EXAMINATION, 2011

105 : LABOUR LAW—I

(2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Q. No. 1 is compulsory.

(ii) Answer any *three* out of remaining.

(iii) Figures to the right indicate full marks.

1. (a) Define the term “Industrial Dispute”. State powers and duties of Authorities appointed under Industrial Disputes Act. [10]
(b) Explain the provisions for “Strikes and Lock-outs” under Industrial Disputes Act. [10]
(c) Elaborate Principles of Natural Justice. [5]
2. Write explanatory note on modification and procedure for certification of standing orders under Industrial Employment (Standing Orders) Act, 1946. [15]
3. Write note on Unfair Labour Practices on the part of Employer under Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices, Act. [15]
4. Explain rights of unrecognised trade unions. What are the obligations of recognised Trade Unions ? [15]

P.T.O.

- 5.** Write short notes on (any *three*) : [15]
- (1) Lay-off and Retrenchment
 - (2) Closure
 - (3) Objectives of MRTU and PULP Act
 - (4) Objectives of Employment (Standing Orders) Act.
- 6.** Hospitals are not covered under the Provisions of Industrial Disputes Act. [15]

Total No. of Questions—8]

[Total No. of Printed Pages—2

[3976]-11

M.P.M. (First Semester) EXAMINATION, 2011

101 : BASICS OF MANAGEMENT

(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Attempt any *five* questions.

(ii) *All* questions carry equal marks.

1. Comment on the statement that “management is the art of getting things done through people”.
2. Explain the term “organisation structure”. Discuss the factors which determine it.
3. Distinguish between delegation and decentralisation. Explain the demerits and merits of both.
4. What are the various principles of direction ? State limitations of each principle of direction.
5. Stress the importance of coordination as a principle of management. What are the consequences if coordination is totally absent in any organisation ?

P.T.O.

6. Explain in detail the various stages involved in the decision making.
7. What according to you are the challenges before a corporate person in the field of man-management ?
8. Write notes on any *two* :
- (a) Departmentation
 - (b) Strategic planning
 - (c) Informal organisation
 - (d) Strategic formulation
 - (e) Functions of supervisor.

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-12

M.P.M. (First Semester) EXAMINATION, 2011

102 : INDUSTRIAL AND LABOUR ECONOMICS

(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Attempt any *five* questions.

(ii) *All* questions carry equal marks.

1. How does Industrial Development lead to economic development ?
2. Define efficiency of labour. Account for efficiency of Indian Labour.
3. What is unemployment ? Describe its causes, effects and measures to reduce it.
4. Discuss various wage concepts and factors affecting them.
5. Critically evaluate Weber's theory of industrial location.
6. Describe various sources of Industrial Finance in India.

P.T.O.

7. Write notes on (any *two*) :

- (a) Importance and role of SSI
- (b) Changing role of public sector
- (c) Female labour
- (d) Mobility of labour.

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-13

M.P.M. (First Semester) EXAMINATION, 2011

**103 : HUMAN RESOURCE MANAGEMENT AND
TOTAL QUALITY MANAGEMENT**

(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Q. No. 1 is compulsory.

(ii) Solve any *three* out of the remaining.

1. (a) Define the term HRM. Explain the role and the responsibilities of HR Manager. [15]
(b) Explain the concept of Golden Handshake. [10]
2. What is manpower planning ? Explain the steps in manpower planning. [15]
3. What is performance appraisal and performance management ? How can these two concepts be effective ? [15]
4. Distinguish between recruitment and selection with its steps. [15]
5. What is training programme ? What are the steps involved in it ? [15]

P.T.O.

6. Elaborate the various employee benefits and services provided under the Act. [15]

7. Write short notes on (any *three*) : [15]

(a) Kinds of Retirement

(b) Challenges of HRM

(c) Retrenchment

(d) Work before work planning

(e) Global HRM.

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-14

M.P.M. (First Semester) EXAMINATION, 2011

**104 : ORGANISATIONAL BEHAVIOUR AND
INDUSTRIAL PSYCHOLOGY**

(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Attempt any *five* questions.

(ii) *All* questions carry equal marks.

1. Elaborate the fundamental concepts involved in O.B. in detail.
2. Define Motivation. Evaluate McClelland's theory of motivation.
3. Explain the approaches of leadership with relevant examples.
4. Define the concept of 'group'. Elaborate the types of groups.
5. What are the various factors responsible for change ? How do employees overcome change in an organisation ?

P.T.O.

6. Distinguish between fatigue, boredom monotony in detail.
7. Write short notes on (any *two*) :
- (a) Morale and Productivity
 - (b) Organisational Climate
 - (c) Defense Mechanism
 - (d) Transactional Analysis
 - (e) Types of Motives.

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-201

M.P.M. (Second Semester) EXAMINATION, 2011

201 : LABOUR WELFARE AND INDUSTRIAL HYGIENE

(NEW 2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Question No. 1 is compulsory.

(ii) Solve any *three* questions out of the remaining.

(iii) Figures to the right indicate full marks.

1. (a) Explain the scope and objectives of labour welfare. [10]
(b) Critically examine labour welfare measures undertaken by the employer and government. [15]
2. Explain the concept of workers participation in management. How far has this been successful in our country ? Explain with examples. [15]
3. Discuss the problem of rising urbanisation in developing countries due to rapid industrialisation and its impact on Social Health. [15]

P.T.O.

4. Distinguish between welfare and productivity. What is the interrelationship between them ? [15]
5. State various statutory welfare, safety and health provisions under the Factories Act, 1948. [15]
6. Explain the objectives and structure of ILO and describe the role of ILO in promoting the welfare of the labour. [15]
7. Write short notes on (any *three*) : [15]
 - (a) Ethics and Welfare
 - (b) Mental Vs. Physical Health
 - (c) Social Security
 - (d) Concept of Worker's Education.

Total No. of Questions—6]

[Total No. of Printed Pages—2

[3976]-202

M.P.M. (Second Semester) EXAMINATION, 2011

**202 : RESEARCH METHODOLOGY AND STATISTICAL
TECHNIQUES
(NEW 2008 PATTERN)**

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Q No. 1 is compulsory. Attempt any *three* from the remaining.

(ii) Wherever required draw rough sketches. Graph paper will not be supplied.

(iii) Figures to the right indicate full marks.

1. (a) What is research ? Explain meaning of research. [10]
(b) What are bar charts ? Explain vertical bar chart, Horizontal bar chart, Multiple bar chart, Sub-divided bar chart, Percentage bar chart. [10]
(c) Write a note on motivation in research. [5]
2. (a) Explain questionnaire method of collecting primary data and write characteristics of a good questionnaire. [10]
(b) Write a note on objectives of research. [5]
3. (a) Explain different steps in research process. [10]
(b) Using the data given below draw a pie diagram : [5]

Item of Income	Amount (in Rs.)
Monthly contribution	5,000
Contribution to sinking fund	2,000
M & R	3,000
Misc.	1,000

P.T.O.

4. (a) What are the parts of layout of a research report ? Explain them. [10]
(b) Write a note on quantitative research. [5]
5. (a) Explain the procedure for simple random sampling. [10]
(b) Write a note on ranking scales. [5]
6. (a) Explain validity and reliability of measurement. [10]
(b) Explain the terms sample and population. [5]

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-203

M.P.M. (Second Semester) EXAMINATION, 2011

203 : INDUSTRIAL RELATION AND TRADE UNION

MOVEMENT

(NEW 2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Answer any *five* questions.

(ii) *All* questions carry equal marks.

(iii) Figures to the right indicate full marks.

1. Critically examine importance and role of industrial relations in maintaining industrial harmony. [14]
2. Explain role of Trade Union in view of globalisation of Indian Economy. [14]
3. Explain role of judiciary and its impact on industrial relations. [14]
4. Explain in detail various steps in collective bargaining process. [14]
5. “Workers participation in Indian Industries is a success.” Comment. [14]

P.T.O.

6. If an employee has certain dissatisfaction in an organization, suggest remedial steps. [14]
7. Write short notes on any *two* : [14]
- (a) Causes of Industrial disputes
 - (b) Conciliation and arbitration
 - (c) Role of functional managers in IR
 - (d) Industrial dispute E characteristics of collective bargaining.

Total No. of Questions—6]

[Total No. of Printed Pages—2

[3976]-204

M.P.M. (Second Semester) EXAMINATION, 2011

**204 : PERSONNEL ADMINISTRATION SYSTEMS AND
PROCEDURES**

(NEW 2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Q No. 1 is compulsory.

(ii) Figures to the right indicate full marks.

(iii) Solve any *three* questions from the remaining questions.

1. (a) What is Personnel Administration ? Explain its nature and scope. [15]
(b) What is structure of Personnel Department ? What are its changed objectives in recent years ? [10]
2. Draft a letter of appointment for a personnel officer covering all necessary points. [15]
3. What are the principles of natural justice ? Why is it necessary to follow them ? [15]
4. Explain what is job description. What are the points to be covered in any job description ? [15]
5. What records are to be maintained under Payment of Gratuity Act ? [15]

P.T.O.

- 6.** Write short notes on any *three* : [15]
- (a) Personnel policy
 - (b) Transfer
 - (c) Warning
 - (d) Job rotation
 - (e) TDS.

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-205

MPM (Second Semester) EXAMINATION, 2011

205 : LABOUR LAWS-II

(NEW 2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Answer any *Five* questions.

(ii) *All* questions carry equal marks.

1. Define the term “Factory”. What are the Health measures prescribed under Factories Act ?
2. State and explain the definition of “Commercial Establishment”. What are the provisions related to Shops and Theatres under The Bombay Shops and Establishments Act ?
3. Write explanatory note on Digital Signature and Electronic Governance under Information Technology Act.
4. “Every contractor to whom the Act applies must obtain a Licence for the purpose of undertaking or executing any work through contract labour.” State and explain this statement with the relevant provisions.
5. Define the term “Wages”. Explain any *five* deductions from wages which are allowed under Payment of Wages Act.

P.T.O.

6. Factory owner shall provide various welfare measures to the employees working in factory. State and explain all the provisions for welfare measures prescribed under Factories Act.
7. Write notes on (any *two*) :
- (a) Registration of Establishment
 - (b) Working hours under Factories Act
 - (c) Objectives of Payment of Wages
 - (d) Certifying Authority under Information Technology Act.

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-21

M.P.M. (Second Semester) EXAMINATION, 2011

201 : LABOUR WELFARE AND INDUSTRIAL HYGIENE

(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Question No. 1 is compulsory.

(ii) Solve any *three* questions out of the remaining.

(iii) Figures to the right indicate full marks.

1. (a) Describe the history of Labour Welfare in India. [10]
(b) Explain the concept of Labour Welfare. State principles and limitations of Labour Welfare. [15]
2. What is the impact of Industrialisation on social life in India ?
What measures would you suggest to remedy their negative aspect ? [15]
3. What is Workers Participation ? Explain different methods of workers participation in management. [15]
4. How trade unions can contribute achieving Labour Welfare ? [15]

P.T.O.

5. Explain the role, qualification, functions and duties of Labour Welfare Officer. [15]
6. State the statutory welfare, safety and health provisions under the Factories Act, 1948. [15]
7. Write short notes on (any *three*) : [15]
- (a) Welfare and Productivity
 - (b) Role of Government in Labour Welfare
 - (c) ILO
 - (d) Concepts of Workers Education.

Total No. of Questions—6]

[Total No. of Printed Pages—4

[3976]-22

M.P.M. (Part I) (Second Semester) EXAMINATION, 2011

202 : RESEARCH METHODOLOGY AND

STATISTICAL TECHNIQUE

(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Answers to the two Sections should be written in separate answer-books.

(ii) Question Nos. 1 and 4 are compulsory.

(iii) Attempt any *one* question from remaining questions in Section I. Also attempt any *one* question from the remaining questions in Section II.

(iv) Draw rough sketches where required.

(v) Use of electronic calculator is allowed.

(vi) Figures to the right indicate full marks.

SECTION I

1. (a) What is research ? Give and explain any *one* definition of research. [15]

(b) Write a note on primary data. [5]

2. (a) Explain research process. [10]

(b) Write a note on errors in measurement. [5]

P.T.O.

3. Write notes on any *three* of the following : [15]

- (1) Hypothesis
- (2) Research design
- (3) Layout of research report
- (4) Objectives of research
- (5) Motivations in research
- (6) Ratio scale.

SECTION II

4. Attempt any *four* of the following : [5 each]

- (a) Write a note on parts of a good statistical table.
- (b) Draw Histogram for the following data :

Class limits	Frequency
0—10	8
10—20	17
20—30	35
30—40	18
40—50	6

- (c) Calculate mean, median and mode for the following data :

X : 35, 36, 42, 28, 29, 32, 36, 36, 37, 35.

- (d) Write a note on Chi-square test.

(e) Calculate standard deviation from the following data :

Class limits	Frequency
20—40	35
40—60	42
60—80	58
80—100	40
100—120	30

(f) Write a note on characteristics of a questionnaire.

5. (a) Calculate Karl Pearson's coefficient of correlation from the following data : [8]

x	y
17	36
20	42
15	32
13	28
21	44
25	52
24	50
16	34

- (b) In a sample of 2,500 students 1,000 liked Economics, 1,750 liked Statistics and 600 liked both Economics and Statistics. Find whether liking in two subjects Economics and Statistics is associated or not ? [7]

6. (a) Find equation of regression line of y on x and hence estimate y when $x = 8$: [8]

x	y
5	10
10	12
4	5
0	4
2	1
7	3
3	4
6	8

- (b) Write a note on Large Sample tests. [7]

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-23

M.P.M. (Second Semester) EXAMINATION, 2011

203 : INDUSTRIAL RELATIONS AND TRADE

UNION MOVEMENT

(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Answer any *five* questions.

(ii) *All* questions carry equal marks.

1. Explain origin and growth of Industrial Relations.
2. Explain any *two* approaches to Industrial Relations.
3. Explain various causes of Industrial Disputes.
4. Explain Productivity Bargaining and Multi-Union Bargaining.
5. Explain in detail machinery for Settlement of Industrial Disputes.
6. Explain in length role of Personnel and Relations Manager in Industrial Relations.

P.T.O.

7. Write short notes on any *two* :

- (a) Role of ILO in Trade Union Movement
- (b) Development of Trade Unions in India.
- (c) Working women in Software Industries
- (d) Democracy in Trade Union
- (e) Works Committees.

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-24

M.P.M. (Second Semester) EXAMINATION, 2011

**204 : PERSONNEL ADMINISTRATION SYSTEMS
AND PROCEDURES**

(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Q. No. 7 is compulsory.

(ii) Attempt any *four* from the remaining questions.

(iii) *All* questions carry equal marks.

1. Is it necessary that the structure of Personnel Department varies according to private, public and cooperatives ? Explain in detail. [14]
2. Elaborate the concept of Personnel Administration. [14]
3. Explain the process of Manpower Planning. [14]
4. Draft a General Notice for all employees informing that they should not listen to or discuss cricket during working hours else it will be viewed seriously. [14]

P.T.O.

5. When is communication complete ? What makes communication incomplete ? [14]
6. If you are elected to be the Chairman of a meeting, what principles and procedures you will follow ? [14]
7. Write short notes on any *two* : [14]
- (a) Promotion
 - (b) Job enlargement
 - (c) House Journal
 - (d) Art of listening.

Total No. of Questions—7]

[Total No. of Printed Pages—1

[3976]-25

MPM (Second Semester) EXAMINATION, 2011

205 : LABOUR LAWS-II

(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Answer any *Five* questions.

(ii) *All* questions carry equal marks.

1. Define “Factory”. Explain provisions related to Leave with Wages under Factories Act, 1948.
2. Discuss in detail rights and responsibilities of Directors under Companies Act, 1956.
3. Explain various provisions under Bombay Shops and Establishments Act related to places of Amusement and Theatres.
4. Explain rights and remedies of a consumer under C.P. Act 1986.
5. Explain provisions for any seven deductions under payment of Wages Act.
6. Explain various welfare measures under Factories Act.
7. Write short notes on any *two* :
 - (a) Occupier under Factories Act
 - (b) Objectives of Bomby Shop Act
 - (c) Memorandum and Articles of Association
 - (d) Time Limit for Payment of Wages.

[3976]-25

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-301

M.P.M. (Third Semester) EXAMINATION, 2011

301 : TRAINING AND DEVELOPMENT

(NEW 2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Attempt any *five* questions.

(ii) *All* questions carry equal marks.

1. Explain in detail about objectives, need of objectives and role of training manager. [14]
2. What are the techniques to identify and determine training needs ? [14]
3. Explain various methods of training with examples. [14]
4. What is training evaluation ? Explain the ways to evaluate training programmes. [14]
5. Explain the theories of learning in detail. [14]
6. Why do people resist training ? What strategies you can suggest to overcome resistance to training ? [14]

P.T.O.

- 7.** Write short notes on (any *two*) : [14]
- (a) Kirkpatrick model of training evaluation
 - (b) Training aids
 - (c) Training budget
 - (d) Cost benefit analysis
 - (e) Training need analysis.

Total No. of Questions—6]

[Total No. of Printed Pages—2

[3976]-302

M.P.M. (Third Semester) EXAMINATION, 2011

302 : INDUSTRIAL SAFETY MANAGEMENT

(NEW 2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Q No. 1 is compulsory.

(ii) Solve any *three* questions from the remaining.

(iii) Figures to the right indicate full marks.

1. (a) Explain in detail unsafe action and unsafe condition in safety management. [15]
(b) Noise—Its effects on health of workers. [10]
2. Explain qualification and duties of safety officer. [15]
3. Explain the role of Government and Management in promoting safety in Manufacturing Industry. [15]
4. Discuss the types of fire and preventive measures to extinguish each type of fire. [15]

P.T.O.

- 5.** State salient features of Air Pollution Act, 1981. [15]
- 6.** Write short notes on (any *two*) : [15]
- (a) Cost of Accident
 - (b) Safety Committee
 - (c) Training of Employees for Safety.

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-303

M.P.M. (Third Semester) EXAMINATION, 2011

**303 : LABOUR COSTING AND COMPENSATION MANAGEMENT
(NEW 2008 PATTERN)**

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Q No. 1 is compulsory.

(ii) Attempt any *four* questions from the remaining.

(iii) *All* questions carry equal marks.

1. Avadhoot Engineers Ltd. had fixed the standard time to produce one unit of product 'A' at 20 hours. Standard wage rate is fixed at Rs. 25 per hour. Laxman produces 20 units of product 'A' in 260 hours. Calculate Laxman's total wages under : [14]
 - (i) Halsey premium plan
 - (ii) Rowan premium plan.
2. What do you understand by time keeping and time booking ? What are their objectives ? Explain the difference between the two. [14]
3. Discuss in detail, the functions and advantages of Personnel Department in manufacturing concern. [14]
4. Explain the various components of salaries and wages. [14]
5. What do you mean by elements of cost ? Explain the various elements of cost with suitable examples. [14]

P.T.O.

6. Write short notes on (any *three*) : [14]

- (a) Manpower cost
- (b) Group Bonus Schemes
- (c) Incentive practices in Indian Industry
- (d) Labour turnover.

7. The following information is provided,

Actual output in a week of 45 hours : [14]

X : 144 units

Y : 180 units

Z : 200 units

Standard production in a week of 45 hours is 180 units. Guaranteed time rate is Rs. 24 per hour. Normal piece rate Rs. 6 per unit. High piece rate Rs. 8 per unit (for Gantt Task). Calculate the earnings of the workers, under :

- (i) Taylor's Differential Piece Rate
- (ii) Merrick's Differential Piece Rate
- (iii) Gantt Task Bonus Plan.

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-304

M.P.M. (Third Semester) EXAMINATION, 2011

305 : LABOUR LAWS—III

(NEW 2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Answer any *Five* questions.

(ii) *All* questions carry equal marks.

1. Explain the following terms under Provident Fund Act 1952 :

- (a) Eligibility for membership
- (b) Contributions
- (c) Exempted employee.

2. Explain various benefits under E.S.I. Act, 1948.

3. Explain important provisions of Workmen's Compensation Act, 1923.

4. Explain the following provisions under Maternity Benefit Act, 1961.

- (a) Maternity benefit on death of a woman
- (b) Leave for miscarriage
- (c) Nursing breaks.

Explain benefits under Act to establishments to which ESI is applicable.

5. Explain eligibility, contribution, contribution period and return under E.S.I. Act, 1948.

P.T.O.

6. Explain salient provisions of Employees Provident Fund Act, 1952.
7. Write short notes on any *two* :
- (a) EDLIS
 - (b) National extension of employer's premises
 - (c) Forfeiture of maternity benefits
 - (d) Funeral benefit.

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-31

M.P.M. (Third Semester) EXAMINATION, 2011

301 : TRAINING AND DEVELOPMENT

(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Attempt any *five* questions.

(ii) *All* questions carry equal marks.

1. What is Training ? Explain the objectives of training and functions of training department.
2. Explain in detail about on the job and off the job training methods.
3. What is training evaluation ? Explain the reasons for evaluation and techniques to evaluate training.
4. Define Management Development. Explain need and methods of management development.
5. What is learning ? Explain the principles of learning.

P.T.O.

6. Explain in detail about training process.
7. Write short notes on (any *two*) :
- (i) Training need analysis
 - (ii) Training aids
 - (iii) Difference between training, education, learning
 - (iv) Reasons for resistance to training
 - (v) Adult learning.

Total No. of Questions—6]

[Total No. of Printed Pages—2

[3976]-32

M.P.M. (Third Semester) EXAMINATION, 2011

302 : INDUSTRIAL SAFETY MANAGEMENT

(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Q. No. 1 is compulsory.

(ii) Solve any *three* questions from the remaining.

(iii) Figures to the right indicate full marks.

1. Explain causes of accidents and suggest preventive measures to avoid them. [10]
2. Explain the necessity of Disaster Control Action Plan. Design and explain DCAP for an organisation. [20]
3. Explain meaning of NSC. Explain role and functions of National Safety Council in promoting safety and health in Industry. [20]
4. Explain fire triangle and types of fire. Explain how to extinguish different types of fires. [20]

P.T.O.

- 5.** Define pollution. What are types of pollution ? Explain the role of Environment Protection Act in detail. [20]
- 6.** Write short notes on (any *two*) : [20]
- (i) Cost of Accidents
 - (ii) Duties of Safety Officer
 - (iii) Role of Government and Management in Industrial Safety.

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-33

M.P.M. (Third Semester) EXAMINATION, 2011

**303 : LABOUR COSTING AND COMPENSATION MANAGEMENT
(OLD 2005 PATTERN)**

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Q. No. 1 is compulsory.

(ii) Attempt any *four* questions from the remaining.

(iii) *All* questions carry equal marks.

1. Calculate the earnings of the workers under :

(a) Taylor's differential piece rate

(b) Merrick differential piece rate

(c) Gantt task bonus system

from the following information

Output in a week of 45 hours — Worker A — 144 units

Worker B — 180 units

Worker C — 200 units

Standard production in a week of 45 hours is 180 units.

Guaranteed time rate Rs. 16.00 per hour

Normal piece rate Rs. 4.00 per unit

High piece rate (for Gantt task) Rs. 5.00 per unit

P.T.O.

2. What do you understand by 'Cost Sheet' ? Give the format of cost sheet.
3. Explain the various deductions permissible from salaries and wages.
4. Bring out the difference between Time keeping and Time booking. How do you reconcile the two ?
5. Write short notes on :
 - (a) Fringe benefits
 - (b) Idle time
 - (c) Labour productivity.
6. Discuss various factors to be considered while designing sound incentive scheme.
7. In a factory two workmen X and Y produce the same product. Their normal wage rate is Rs. 50 per hour. The time allotted to the product is 40 hours. X takes 25 hours and Y takes 30 hours to finish the product.
Calculate the total wages payable under :
 - (1) Halsey plan
 - (2) Rowan Premium Bonus PlanFor both workers X and Y.

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-34

M.P.M. (Third Semester) EXAMINATION, 2011

305 : LABOUR LAWS—III

(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Answer any *five* questions.

(ii) *All* questions carry equal marks.

1. Explain term “Minimum Wage”. Explain provision for fixation and revision of minimum wages.
2. Explain salient provisions of Provident Fund Act, 1952.
3. Explain criteria for eligibility over payment of Gratuity, under payment of Gratuity Act, 1972.
4. Explain concept of set off and set on under payment of Bonus Act, 1965.
5. Explain duties and liabilities of principal employer under Central Labour (R & P) Act, 1970.

P.T.O.

6. Explain various benefits and withdrawals under P.F. Act, 1952.

7. Write short notes on any *two* :

(a) Allocable surplus

(b) Forfeiture of Gratuity

(c) EDLIS

(d) Minimum wage.

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-401

M.P.M. (Fourth Semester) EXAMINATION, 2011

401 : ORGANISATION DEVELOPMENT AND QUALITY

MANAGEMENT SYSTEM

(NEW 2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Attempt any *five* questions.

(ii) *All* questions carry equal marks.

1. Explain various steps in Action Research model in OD. [14]
2. Explain the role of OD consultant and discuss importance of Ethical issues in OD consultant. [14]
3. Explain OD process and elaborate on survey feedback in detail. [14]
4. Discuss the term intervention in OD. Explain in detail the advantages of structural intervention. [14]
5. Explain the meaning of client consultant relationship and its major challenges. [14]
6. Discuss concept of OD with Kurt Lewin concept of OD. [14]

P.T.O.

7. Write short notes on (any *two*) :

[14]

- (a) Change agent
- (b) Self-managed teams
- (c) Just in time
- (d) Quality circles
- (e) Suggestion scheme.

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-402

M.P.M. (Fourth Semester) EXAMINATION, 2011

**402 : STRATEGIC HUMAN RESOURCE MANAGEMENT AND
CORPORATE PLANNING
(NEW 2008 PATTERN)**

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Attempt any *five* questions.

(ii) *All* questions carry equal marks.

1. What do you mean by strategic HRM ? Distinguish between HR strategies and business strategies.
2. What is work life balance ? What are the strategies implemented in an organisation to improve quality of work life ?
3. “Merit based promotions lead to performance.” Do you agree ? Justify.
4. Discuss the various compensation strategies with relevant examples.
5. Explain the different behavioural issues in implementing strategy.
6. It is remarked that “HR is a value added function.” Elaborate.

P.T.O.

7. Write short notes on (any *two*) :

- (a) Employee Morale
- (b) Global environment
- (c) Autonomous work team
- (d) Downsizing
- (e) Telecommuting

Total No. of Cases—3]

[Total No. of Printed Pages—4+2

[3976]-403

M.P.M. (Fourth Semester) EXAMINATION, 2011

**403 : CASES STUDIES IN PERSONNEL MANAGEMENT AND
INDUSTRIAL RELATIONS**

(NEW 2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Case No. 1 is compulsory to attempt.

(ii) Attempt any *one* case from the remaining Case No. 2 and
Case No. 3.

(iii) Figures to the right indicate maximum marks for that
question.

(iv) Only the answers to the questions will be examined and
evaluated.

Case No. 1

VRS : Voluntary Retirement Scheme

Garuda Enterprises Ltd. is a public limited company employing more than 1600 regular employees apart from about 250 contract employees. There is a strong union operating in the company and the management-union relations are cordial. January 2011 was the month when many employees were on leave and management had initiated action against some employees for absence without leave during 2010. Both these were a regular feature in the company every January.

P.T.O.

This January 2011, however, the company decided to launch a VRS scheme to reduce its permanent workforce and rationalize the manpower. The scheme was worked out and published for the employees on 27th January. The Scheme stated that employees must submit their applications on or before 31st January 2011 and management will then take a decision about acceptance or non-acceptance of the VRS applications.

Among the various applicants there were two applicants against whom action for absence without leave was initiated and one applicant who was on leave during 27 to 31 January. The two applicants against whom disciplinary action was initiated submitted their applications on 28th and 29th January respectively. The third applicant, who was on leave, resumed on 4th February 2011 and then submitted his application on 5th February 2011.

Company considered all applications and rejected some applications including these 3 applications. The reasons forwarded by the Company were that in case of two employees, disciplinary action was in process and in case of the third employee he submitted his application after the due date i.e. 31st January 2011. Towards end of February the two employees were awarded punishment of 2 days suspension without wages.

Upon hearing that their applications were rejected, the 3 employees went to Union and the Union is now agitated about the action of management in not accepting the VRS application of these 3 employees.

Questions :

- (i) Is the action of management right ? How ? [15]
- (ii) What can the Union do in this respect ? [15]
- (iii) What should be the principles involved in operating a VRS scheme ? [15]

Case No. 2

Lock Out

India Engineering Corporation Ltd. is an engineering company and nearly half of its products are exported. Company employs nearly 1000 workers and 200 management staff. A strong union operates in the company. Union-Management relations are based on legal rights and obligations.

It was the time for new wage settlement as the existing one expired. Workers elected a negotiating committee. The committee submitted its charter of demands to management, which included many new and novel demands such as cinema tickets once a month, family excursions twice a year and so on. Management boldly told the committee that such demands were not only unreasonable but are also difficult to implement and committee should withdraw these demands. Even after a series of meetings, the committee did not withdraw its demands nor did management move an inch from its stand.

The committee then advised workmen to adopt go-slow to pressurize management. Management warned workmen of such damaging agitations but to no avail. Management then declared lock-out. After 15 days workmen conducted a meeting and changed the members on the negotiating committee. The new committee members wrote to management that it withdrew the demands that irritated the management and requested for invitation to discussion. Management decided to tame the workmen and continued the lock-out for 70 days without negotiations.

The new committee, irritated by these tactics of management, wrote to management that the continuation of lock-out was unreasonable and unjustifiable. The committee also wrote to management that workmen should be paid full wages for the entire period of lock-out. All the workmen unanimously supported this move of the committee.

Questions :

- (i) Was the management right in continuing the lock-out ? Justify your answer. 10
- (ii) Was it a set back for the workmen ? How ? 10
- (iii) What would be just and fair, in your opinion, regarding payment of wages during the period of lock-out ? 5

Case No. 3

Unfair Labour Practice

Mumbai Express is a transport organization plying buses from all districts to Mumbai everyday. The main attraction of the organization

is its punctuality, cleanliness and courteous service. To achieve this, organization selected qualified persons as Drivers, Conductors and Booking Managers and also gave them required training. But as for cleanliness, organization used to hire local unskilled persons and pay them according to the number of buses they cleaned. The work of these cleaners was low skilled and tedious. Their remuneration was also low, but they could not say anything as they were on daily basis.

One of the cleaners knew a political person well. With the help of that political person that cleaner collected other cleaners and formed a union of cleaners. As soon as the union was formed, the union demanded to the organization that the cleaners be made permanent and given regular scale of pay and other benefits of permanent employees. In the meanwhile work was going on as usual, there was no disturbance.

On receiving the demand, management of the organization terminated all cleaners and appointed new ones. This ignited the situation and the terminated cleaners started halting the buses and threatening the new cleaners. Within a couple of days the service of Mumbai Express came to standstill.

Questions :

- (i) Was it an Unfair Labour Practice—The action of terminating the cleaners ? Justify your answer. [10]
- (ii) Was it an Unfair Labour Practice—terminated cleaners stalling the activity of Mumbai Express ? Justify your answer. [10]
- (iii) What should the Drivers, Conductors and Booking Managers do in this situation ? [5]

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-404

M.P.M. (IV Semester) EXAMINATION, 2011

404 : MARKETING MANAGEMENT

(NEW 2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Attempt any *five* questions.

(ii) *All* questions carry equal marks.

1. Discuss philosophies and different concepts in marketing giving appropriate examples.
2. Many foreign organizations in the world are eager to invest in India and commence their production for Indian market. How must these organizations be analysing different marketing environments in India ?
3. Telecommunication is the largest service industry in India, after the railways. The best product management and the best functional management operating synchronously, are the essence of the success of any telecom company. Draw an organizational structure to suit these objectives and justify.

P.T.O.

4. M/s New Health-Care Pharma Pvt. Ltd., intends to launch a new pharmaceutical product in the market next month. To decide marketing strategies for this new product, they want to understand competitive activity in total. What are different aspects of competition they should look for ? Why ?
5. Elaborate differences in development of salesforce for industrial and consumer product. Give appropriate examples, whenever necessary.
6. Write notes on any *two* of the following :
 - (a) Marketing process
 - (b) Motivating the sales team
 - (c) Marketing audit.
7. Write a detailed note on marketing ethics and social responsibility of marketing organizations.

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-405

M.P.M. (Fourth Sem.) EXAMINATION, 2011

405 : LABOUR LAWS-IV

(NEW 2008 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Answer any *five* questions.

(ii) *All* questions carry equal marks.

1. Define wages under Payment of Wages Act, 1936. Explain in detail provisions related to deductions from salaries for :
 - (a) Fines
 - (b) Amenities provided by employer
 - (c) Taxes.
2. Define and explain concept of Bonus. Explain in detail :
 - (a) Wage limit for Bonus
 - (b) Eligibility
 - (c) Maximum and Minimum Bonus.
3.
 - (a) Explain conditions for payment of Gratuity.
 - (b) If an employee's Basic salary is Rs. 11,200, D.A. Rs. 800 and he leaves an organisation on 18th October 2010, calculate gratuity if his date of joining the organisation is 4th January 1992.
4. Define minimum wage. What is procedure for fixation of minimum wage ?

P.T.O.

5. Explain in detail provisions for set off and set on under Payment of Bonus Act, 1965.
6. Explain in detail conditions for forfeiture of Gratuity.
7. Write short notes on any *two* :
 - (a) Allocable surplus
 - (b) Time limit and mode for payment of wages
 - (c) Payment of gratuity even if prescribed period of employment is not completed
 - (d) Minimum wages.

Total No. of Questions—7]

[Total No. of Printed Pages—1

[3976]-41

M.P.M. (Fourth Semester) EXAMINATION, 2011

401 : ORGANISATIONAL DEVELOPMENT AND QMS

(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Solve any *five* questions.

(ii) *All* questions carry equal marks.

1. Discuss the concept of Organisational Development. What should be the value and assumptions in the task of O.D. ?
2. Discuss the exercise of organisational development with reference to the following aspects :
 - (a) Models of change management
 - (b) Parallel learning structure.
3. Explain the role of OD consultant. Discuss importance of ethical issues in OD consulting.
4. Explain various steps involved in Action Research Model in O.D.
5. Define the term “interventions” and elaborate on third party and structural intervention.
6. Explain the meaning and working process of quality circles.
7. Write short notes on (any *two*) :
 - (a) Force field analysis
 - (b) Gestalt approach
 - (c) Characteristics of OD
 - (d) T-Group Training.

[3976]-41

Total No. of Questions—7]

[Total No. of Printed Pages—1

[3976]-42

M.P.M. (Fourth Semester) EXAMINATION, 2011
402 : CORPORATE PLANNING AND STRATEGIC
HUMAN RESOURCE MANAGEMENT
(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Attempt any *five* questions.

(ii) *All* questions carry equal marks.

1. Explain the formation of strategy with reference to vision, mission and objectives, in detail.
2. Elaborate the tools and methods of strategy evaluation.
3. “Placement Consultants play a major role in recruitment function.” Discuss.
4. What is PMS ? Explain result based performance appraisal, in detail.
5. Distinguish between HR strategies and business strategies with relevant examples.
6. Elaborate the advantages and disadvantages of temporary and contract workers.
7. Write short notes on (any *two*) :
 - (a) Downsizing
 - (b) Broad Banding
 - (c) Retrenchment
 - (d) Virtual Organisations
 - (e) Reward and Compensation.

Total No. of Cases—3]

[Total No. of Printed Pages—4+1

[3976]-43

M.P.M. (Fourth Semester) EXAMINATION, 2011

**403 : CASES STUDIES IN PERSONNEL MANAGEMENT AND
INDUSTRIAL RELATIONS
(OLD 2005 PATTERN)**

Time : Three Hours

Maximum Marks : 70

- N.B. :—**
- (i) Case No. 1 is compulsory to attempt.
 - (ii) Attempt any *one* case from the remaining Case No. 2 and Case No. 3.
 - (iii) Figures to the right indicate maximum marks for that question.
 - (iv) Only the answers to the questions will be examined and evaluated.

Case No. 1 : Recruitment

A Class Security P Ltd. is a private security provider to industries, businesses and other places needing security. It was established by a retired military officer during Diwali 2004. It provided quality and reliable service and soon came in demand by many. To provide proper security to all these places, A Class Security invited applications to fill 112 vacancies of Security Guards in September 2006. It issued advertisements in newspapers specifying that candidates short listed will be called for written test followed by physical test and finally interview. One Mr. Bahadur, who was related to the union leader in A Class Security, decided to apply and sent his application.

P.T.O.

There were in all 1987 applicants all of whom were called for written test. Those who secured 40% or more in the written test were called for interview. Bahadur was also called for interview. In the merit list for interviews there were 1803 candidates and Bahadur was listed at Sr. No. 750.

Meanwhile A Class Security decided to recruit additional 174 guards and those eligible for interview were called in the order of seniority in the list. Out of those who were called for interview, in July 2009, 169 candidates who had cleared the physical and medical test were appointed. Subsequently, due to increased activity, A Class Security decided to recruit additional guards. Physical and medical tests of the candidates from the same list were conducted and candidates appointed. In all this Bahadur's claim at Sr. 750 did not materialize and as such Bahadur was not appointed.

Bahadur was related to the union leader in A Class Security. Aggrieved by the decision in recruitment, Bahadur approached the Director of A Class Security, through his relative union leader and argued that in recruiting additional 174 guards and additional guards thereafter, proper procedure was not followed and hence Bahadur missed the opportunity of recruitment. Union leader demanded that Bahadur be recruited forthwith.

Questions :

- (1) Was the procedure for recruitment proper ? If yes, how ?
If not, why not ? [15]
- (2) Can Bahadur make a demand to A Class Security ? Why ? [15]
- (3) What effect would it have on the guards who were employed ? [15]

Case No. 2 : Wages

Pune Printing Press is a proprietary unit in the printing business for the last over 12 years. It employs 15 employees in the different age group. Some of them were recruited who had sufficient experience in other printing presses. It is a family business and the Owner treats the employees as part of his family.

Over the years the owner noticed that one old employee is not delivering accurate work and is also slow in the work. Even after repeatedly telling him the employee did not improve. Resultantly, the work suffered and customers were lost. The Owner brought this to the notice of all employees. Employees agreed with the Owner but expressed their inability to do anything for improvement.

The Owner then thought over and found out that the old employee had crossed the age of 60, which normally is the age of retirement. So the Owner called that old employee on 20th March, and told that he was superannuated and he should stop coming to work. The old employee pleaded for favour and requested that because of his financial difficulties, he be continued for a couple more years at least. The Owner did not say anything.

From the next day i.e. 21st onwards, the old employee continued to come to work and work as before. Neither the Owner nor any other employee talked to that old employee. Rather everyone ignored the old employee.

After the month was over, the owner paid wages to 14 employees but not to the old employee. Old employee demanded wages for

the entire month as he had worked for the entire month. Owner did not not pay any attention to old employee nor did any other employee showed any sympathy to the old employee. No one even talked to old employee.

Frustrated, the old employee approached the Government Labour Office.

Questions :

- (1) Is the old employee justified in demanding wages for the entire month ? [10]
- (2) How the Owner could have avoided the problem ? [10]
- (3) What if the other 14 employees had supported the old employee ? [5]

Case No. 3 : Retrenchment

Pavan Engineering is a medium scale job work manufacturing unit with 62 employees and 12 management staff. It is a proprietary unit founded and developed by Mr. Pavan Bhide. The unit works in two shifts viz. A shift and B shift, each shift having a Shift In-Charge. The Marketing Manager brings orders from big units and the same are manufactured at Pavan Engineering to the specifications of the big unit. The big units are divided into two groups and the orders of first group are manufactured in the A shift whereas the orders of the second group are manufactured in the B shift. All the workers and other staff are used to this system for years.

In the year 2010 the Shift In-Charge of B shift got an opportunity to work in a multinational company in a foreign country. All wished him well and arranged a send-off party. Pavan started looking for a Shift In-Charge for B shift. Although another person was selected, the earlier system, where everyone was used to, was disturbed. The new Shift In-Charge did not come up to expectation. There were delays in order execution and also rejections. Work suffered tremendously. Orders were lost.

Pavan decided to scale down on everything and as a part of re-organisation retrenched 10 junior most workers in each shift A and B. Pavan paid them their compensation and workers accepted the amounts too. But workers of A shift were unhappy. They said the problem was in B shift and no one from A shift should have been retrenched. The retrenched workers from A shift staged a Dharana outside the gate.

Questions :

- (1) Is the action of Mr. Pavan right ? How ? [10]
- (2) Do the workers of A shift have any right to stage a Dharana. [10]
- (3) What would be the effect on the Shift In-Charge and workers of B shift ? [5]

Total No. of Questions—7]

[Total No. of Printed Pages—2

[3976]-44

M.P.M. (Fourth Semester) EXAMINATION, 2011

404 : MARKETING MANAGEMENT

(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Attempt any *five* questions.

(ii) *All* questions carry equal marks.

1. Explain the concept of product life cycle with the help of a diagram.
Why do marketing strategies change during various stages of PLC ?
2. “If the product has good specifications and quality, there is no need for promoting the product.” Do you agree with the statement ?
Justify your answer.
3. Discuss various methods of setting up the prices, considering the factors which influence the pricing decisions.
4. M/s. John Deere, a famous MNC having agricultural tractors’ manufacturing in Pune district; intends to establish distribution channels for their premium range of tractors. Design and justify a distribution channel so as to take these products to the targetted customers.

P.T.O.

5. “New types of packaging has helped to take the product to new geographical markets.” Comment with suitable examples.
6. Write a detailed note on new product development.
7. Write notes on any *two* of the following :
 - (a) Importance of branding for FMCG
 - (b) Product-line management
 - (c) Marketing-mix.

Total No. of Questions—8]

[Total No. of Printed Pages—1

[3976]-45

M.P.M. (Fourth Semester) EXAMINATION, 2011

405 : LABOUR LAWS—IV

(OLD 2005 PATTERN)

Time : Three Hours

Maximum Marks : 70

N.B. :— (i) Attempt any *five* questions.

(ii) *All* questions carry equal marks.

1. Explain Income under Salaries and income from house property.
2. Explain powers of Central Government under Prevention of Food Adulteration Act.
3. Explain various cyber crimes under I.T. Act, 2000.
4. Explain various rules regarding prevention of food adulteration.
5. Explain provision of Income Tax Act related to Tax deduction at source and advance payment of Income Tax.
6. Explain any *one* return under I. Labour Laws.
7. Explain E-commerce in detail.
8. Write short notes on any *two* :
 - (a) Powers of Inspector under P.F.A. Act
 - (b) Digital Signature
 - (c) Misbranding
 - (d) Valuation of Rent Free Accommodation and house rent under Income Tax Act.