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Set-02

Code: 13 MBA2020

**ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI
(AUTONOMOUS)**

**II MBA III Semester Regular / Supplementary Examinations, November-2016
FINANCIAL INSTITUTIONS AND SERVICES**

Time: 3 Hours

Max Marks: 60

**Answer any Five Questions
All questions carry EQUAL marks
Question No: 8 is compulsory**

1. Discuss the role of financial institutions in the economic growth of a country.
2. Explain the role of NABARD and state the important functions of NABARD.
3. Define the term Financial Markets? List out the various kinds of Markets and explain about various kinds of securities issued in Money Markets.
4. Explain about the role of Merchant Banker in pre issue and Post issue management.
5. What is Mutual Fund? State the advantages and various types of Mutual funds.
6. Define Leasing? Explain about various types of Lease Financing.
7. How Indian Insurance Industry is regulated? How does the release of FDI cap on insurance sector helps the Indian Insurance Company's?
8. State the role of SEBI in tackling the issues of Insider Trading.

Code: 13 MBA2022**ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI
(AUTONOMOUS)****II MBA III Semester Regular / Supplementary Examinations, November-2016****MANAGEMENT OF INDUSTRIAL RELATIONS****Time: 3 Hours****Max Marks: 60****Answer any Five Questions****All questions carry EQUAL marks****Question No: 8 is compulsory**

1. What are the functions of industrial relations? Explain the functions and responsibilities of industrial relations.
2. Fringe Benefits' serve as golden hand –cuffs" Discuss
3. What is labour market? What are the salient features of Indian Labour market?
4. Define collective Bargaining. What are the essential conditions for Collective Bargaining?
5. Explain the salient features of workmen compensation act.
6. What is adjudication? What are the different systems of adjudication?
7. What are the major recommendations of National commission on Labour 1999 and trade unions?
8. **Case Study: (Compulsory)**

Subhiksha pharmacy Limited was established in 1985 and started experiencing abnormal increase in Human resource cost by 2004, consequent upon its revised policy. the revised retention policy aimed at increase in the salaries of pharmacists and top level managers more than those of market leaders.

Mr George has taken over the charge as now CEO in 2005. Upon his takeover, he began look for ways to make the organisation more profitable. Throughout his investigation, he found that the companies human resources cost was too high and is a major cause for dwindling financial position of the company.

Mr George instructed the HR manager of the company to downsize the number of employees by 30 percent creating a saving of Rs 3 billion. The H R Manager offered a counter proposal that it would be wise to expand the production and marketing operations of the company by revising the corporate strategy.

As market is providing opportunities for pharmaceutical industry. The CEO, Just paid a deaf ear to the counter proposal of the HR manager and consequently, the HR manager initiated downsizing process. The HR manager official informed the employees the details of downsizing programme.

The booming pharma industry enabled the employees of M/S Subhiksha Pharma to find jobs in other companies with much difficulty. however most of the displaced employees were upset about being terminated and complained ad the new positions were lower than their current one. However, most were successfully out placed by June 2006.

The company's financial improved silently in 2007 and the CEO told the HR Manager that we achieved the goal. But the HR manager replied, we achieved the goal but we lost appropriate strategy and our competitors gained a lot by employing our trained and expert staff."

Questions:

1. Who is right? HR Manager or CEO
2. Would it be appropriate to modify the strategy based on availability of staff and also when market is favourable?