

AR17

Code:17MBA3008

SET-2

ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI
(AUTONOMOUS)

II MBA III Semester Regular & Supplementary Examinations, November-2019
FINANCIAL INSTITUTIONS AND SERVICES

Time: 3 Hrs

Max. Marks: 60

Answer any Five questions
All questions carry EQUAL marks
Question No. 8 is Compulsory

1. Discuss the recent developments that have taken place in Indian money market. [12M]
2. What is Listing of Securities? Explain the procedure for listing fresh issues of capital. [12M]
3. Explain the various constituents of the financial service sector. [12M]
4. Discuss the role of Merchant Bankers in Pre-issue and Post-issue activities of issue management. [12M]
5. What are different disinvestment alternatives for Venture Capital investments? [12M]
6. What is credit rating? Explain its objectives and benefits. [12M]
7. What are different modes of terminating a lease contract? [12M]
8. Explain the origin and types of mutual funds in India. [12M]

AR17

Code: 17MBA3010

SET-2

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

II MBA III Semester Regular & Supplementary Examinations, November-2019

MANAGEMENT OF INDUSTRIAL RELATIONS

Time: 3 Hrs

Max. Marks: 60

Answer any Five questions

All questions carry EQUAL marks

Question No. 7 is Compulsory

1. a) Define 'Industrial Relations '. Discuss the factors are responsible for ensuring proper industrial relations? 6M
b) Give the highlights on features of Indian Industrial workers. 6M
2. a) Define Tripartism. Explain the role played by Tripartism in ILO 6M
b) "Fringe Benefits have psychological and social base". Discuss. 6M
3. a) Discuss important objectives of trade unions in India 6M
b) "Collective Bargaining is an effective tool for grievance redressal" Discuss . Also explain the process of collective bargaining . 6M
4. What is social security? Discuss the various social security measures under taken by the industrial organizations. 12M
5. Write the advantages and disadvantages of team based pay. Discuss the different forms of pay structures. 12M
6. a) Explain the principles and practices of wage and salary administration 6M
b) Discuss the Machinery for settlement of Industrial disputes. 6M
7. a) Explain in detail different emerging patterns in union management relations. 6M
b) Discuss few key issues related to International industrial relations 6M

8. **CASE STUDY:**

[12M]

National Bank of India is the biggest commercial bank in the country with its head office at Mumbai. It has 6,000 branch offices across the country. It has been managing these branches with 20 regional offices located in important places in the country. One of those regional offices is located in Agra.

Mr. Kamalesh Sharma is the regional manager of Agra Region and Mr.Sankar Dayal is the HR Manager at the Agra Regional Office. Mr. Purohith is working as the chief HR Manager at the central office, Mumbai. Early the central office used to select candidates for different jobs and allot them to different regions. But the bank has currently decided to decentralize the hiring process and hence asked all the regional managers to select their own candidates. Mr.Kamelesh Sharma asked various departmental heads at regional office and branch manager to rewrite job description, job specification , estimate manpower needs and send them directly to him. Mr.Sankar Dayal has received a letter to this effect in the capacity of head of personnel department in the regional office, immediately he met Mr. Kamalesh Sharma and told him that his job was to prepare job description, job specification, estimate manpower for the entire region and as such, he would be authorized to do all those functions instead of departmental heads at regional office and branch managers. But the regional manager did not accept his request and told Mr, Sankar Dayal that things would go according to his own instructions. Mr.Sankar Dayal told the regional manager not to discount his request and restore his positional authority.

Questions:

1. What are the main problems in this case?
2. What should be done to resolve the conflict between Regional manger and Regional HR manager?