

Code No: 13MBA2020**ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI
(AUTONOMOUS)****II MBA III Semester Regular/Suppl. Examinations, November – 2015
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. What is a financial system? Discuss the role of each of the constituents of the financial system.
2. “ Commercial Banks are special among the intermediaries for the development of the economy”. Justify
3. Explain the concept and types of mutual funds. Why should small investors prefer mutual funds ?
4. Briefly discuss the steps taken by RBI to strengthen the Commercial Paper and Certificate of Deposits market in India.
5. Outline the framework of operations of Underwriters, Bankers to the issue and Debenture trustee.
6. Define Lease financing and discuss the different types of lease financing.
7. Discuss briefly the various forms of factoring.

8. CASE STUDY**Incentivizing e-Payments**

The Indian government is attempting to move away from cash transactions by rewarding merchants and consumers with a tax rebate if they use more electronic payment methods. The finance ministry has prepared a draft discussion paper proposing benefits such as an appropriate tax rebate or a 1-2 per cent reduction in value added tax for establishments that accept electronic payments. These plans are fuelled by the government's desire to create a well-rounded financial history for its citizens, allowing them to have better access to loans, as well as decreasing the amount of tax avoidance in the country. It is also proposed to provide benefits to the persons paying a portion of their expenditure either through debit or credit cards and do away with transaction charges for purchase petrol, gas and rail tickets.

Questions:

- (i) Discuss the need to move from cash transactions to e-transactions.
- (ii) Give your opinions and suggestions for the success of this proposal.

Code: 13 MBA2022**ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI
(AUTONOMOUS)****II MBA III Semester Regular /Supplementary Examinations, November, 2015****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. Define the term Industrial Relations. 'What are the factors of IR and explain the role of trade unions in IR.
2. What are the necessary conditions for the maintenance of sound Industrial Relations?
3. Why do trade unions In India often fail to achieve their objectives ?suggest measures for the successful functioning of trade unions.
4. Explain various social security measures in India.
5. What is grievance? Explain the different steps of grievance procedure
6. Define conflict. What are the causes and types of Industrial conflicts
7. Explain in detail the structure of International Labour Organisation.
- 8. Case Study: (Compulsory)**

Existing Employees a Precious Asset Current, rapid technological progress has led to shorter learning cycles; similarly, competencies in many domains have become obsolete faster than ever. However, empirical results show that – especially as far as complex operations are concerned – age does not necessarily correlate with reduced performance ability (Sturman, 2003). Hence, particularly for knowledge-intensive organizations and departments (e.g., consulting firms, research institutions, R and D departments), it is not primarily the age of experts (executives and highly qualified employees) that counts, but rather whether their individual competencies are up to date. By individual competence mean both the ability as well as the willingness to react appropriately to environmental requirements (i.e., the requirements relevant to their position). The Human Resource Management (HRM) literature describes a number of measures that are meant to guarantee the long-term performance and productivity of employees. Organizations employ these good practices to different degrees and with varied effectiveness. In fact, some organizations seem able to keep their employees abilities up to date, while others suffer from obsolescence problems (i.e., with respect to both the age of their employees as well as the obsolescence of their competencies). Up-to-date knowledge and competencies play an essential role in the remedy of obsolescence. Older/existing employees possess experience, know-how, and seasoned judgment. But many become less enthusiastic as their careers draw to a close. Indeed, they often feel threatened in an age of youth, technology, and redundancy. Age-discrimination protection measures, however, have forced most employers to be more aware of the issue. A few pointers will help to consider the situation how to help older employees stay valuable in your organization is a great place to begin.

Questions:

- (a) As an employer, review your attitude towards the existing/older employees.
- (b) Technology changes and advance leads to employee obsolescence, in this context, what is your decision in relation with competent older employees?
- (c) Suggest remedial measure to the individual and organizational development