

**AR13**

**Set-01**

**Code: 13MBA2020**

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

**MBA III Semester Regular Examinations, December, 2014  
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. Give an update on the performance on non-statutory financial organizations in India.
2. Briefly explain the structure of financial system in India.
3. Give an account of the comparative performance of public and private sector commercial banks in India since 1991.
4. Elaborate the various services provided by NBFCs to the corporate sector.
5. What are the functions and activities of Investment Bankers?
6. Define factoring. Explain its functions and advantages.
7. Give a brief note on the structure and investment patterns of LIC and GIC.
8. Case study

The recent trends in economy of India have brought many changes in Indian economy. Give brief picture of challenges that are faced by the Invest Bankers.

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**Code: 13MBA2022****ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI  
(AUTONOMOUS)****MBA III Semester Regular Examinations, December, 2014****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. Give a historical review of Industrial Relations in India.
2. Discuss different approaches to Industrial Relations.
3. Describe the important provisions of the Trade Unions Act, 1926.
4. What are the objectives of workers' participation in management? Discuss the pre-requisites for the success of workers participation in management.
5. What is social security? Explain important acts enacted the government of India enacted for the social security of the workers in industrial undertakings.
6. What are the general causes of employee grievances? Explain Arbitration and adjudication procedures for grievances settlement.
7. Elucidate impact of technological change on employee relations.
8. **Case Study (Compulsory)**

Mr. Rakesh started a logistics company in 2002 with just Rs. 2, 00,000/- and three employees. He developed the company to the tune of Rs. 200 million turnover and 400 employees by 2009. He wants to expand the operations of the company to new towns and also new customers. The company had always paid higher salaries and provided better benefits than comparable employees in the city. But he found that his employees wanted to form a union, even though they have been offered high salaries. One day Mr Rakesh was overhearing the conversation of employees about the formation of the union in the company. He thought for a while and got disappointed immediately he has been one of the good pay employers. But yet he could not get the maximum contribution, commitment and the support of the employees. He spent the considerable time thinking of the possible problem. He got into a different psychological state and started thinking of how he could make use of the situation for betterment of the company. He got an idea that he should inspire the employees to form a union and let the union demand for still higher salaries. Immediately he implemented the idea and encouraged the employees to form a union. His idea worked well. Quite a surprise to the expectations of the employees, Mr. Rakesh inaugurated the union and encouraged the union to make their demands. Trade union leaders after a year met the CEO with charter of demands. He made a counter proposal while appreciating the union leaders for their charter of demands. His counter proposal includes additional contribution and commitment from employees' side for every rupee of hike in salaries and benefits. Trade union leaders appreciated and accepted the counter proposal made by the CEO. Mr. Rakesh encouraged trade union leaders to enlighten employees and enhance their deficiencies offer higher wages and better life.

**Questions for discussion:**

1. Why were the employees not content with the salaries and benefits offered by the organization?
2. How do you analyze Mr. Rakesh strategy of encouraging employees to form a trade union?

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