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# END TERM EXAMINATION

FOURTH SEMESTER [BBA] MAY – JUNE 2019

Paper Code: BBA-202

BBA(TTM)-202

BBA(MOM)-202

Subject: Human Resource Management

Time: 3 Hours

Maximum Marks: 75

Note: Attempt any five questions. All questions carry equal marks.

- Q1 Explain the importance of HRM. Describe the paradigm shift in HRM from its evolution to recent times.
- Q2 What is strategic HRM? Small firms, like large enterprises, must engage in developing clearly stated strategic plans. Why?
- Q3 What is the relationship between job analysis and job description? "Job analysis is used to provide answers to several questions." Identify those questions.
- Q4 (a) What are the costs of a bad quality selection?  
(b) Assume you are a HR manager at a firm. Your Accounts Manager has decided that a behavioural interview to select accountants will solve many hiring problems. What can you tell the manager about this type of interview and whether it is likely to be effective?
- Q5 Why is a needs assessment a requirement for determining what training should be provided? Describe the various non-classroom methods of training.
- Q6 What is performance appraisal? Explain the advantages and disadvantages of any two appraisal methods.
- Q7 Why should an organization be concerned about employee safety and health? Outline the steps you would follow in developing an effective safety management program in an educational institute.
- Q8 As a HR manager how can you manage the following in your organization:
- (a) Career plateauing  
(b) Employee separations, promotions/demotions

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# TERM EXAMINATION

FOURTH SEMESTER [BBA] MAY - JUNE 2019

Paper Code: BBA-204

Subject: Financial Management

(Batch 2017)

Time: 3 Hours

Maximum Marks: 75

Note: Attempt any five questions.

- Q1 Which of the following statements are correct and which are incorrect? Give reasons, to justify your answer: **(3x5=15)**
- (a) Money has no time value.
  - (b) Capital investment decisions are irreversible in character.
  - (c) Under Net Operating Income Approach the overall capitalisation rate and the cost of debt does not remain constant.
  - (d) Under Walter's Model, the payment ratio for a normal firm ( $r=k$ ) is irrelevant.
  - (e) The objective of financial management is wealth maximisation and not profit maximisation.
- Q2
- (a) A company is expected to pay a dividend of Rs. 4 per share after a year. Its dividends are then expected to grow at 15% for next five years and then at the rate of 8% indefinitely. Find out the present value of its shares, if the capitalisation rate is 12%. **(3)**
  - (b) Exactly ten year from now Shyam will start receiving a pension of Rs. 3,000 a year. The payment will continue for sixteen years. How much is the pension worth now, if Shyam's time preference rate is 10 per cent? **(3)**
  - (c) A Ltd. has issued bonds of the par value of Rs. 1000. The present value of the bond is Rs. 900. The bond carries an interest rate is 14%. The maturity period is 6 years. You are required to calculate the yield to maturity. **(3)**
  - (d) Between equity share and debentures which is preferable for raising additional long-term capital for a manufacturing company and why? **(6)**
- Q3
- (a) The certainty equivalent approach is theoretically superior to the risk adjusted discount rate. Do you agree? Give reasons. **(5)**
  - (b) A company is considering to purchase a machine. Two machines A and B are available each costing Rs. 5,00,000. In comparing the profitability of machine, a discount rate of 10% is to be used. Cash Flows after taxation are expected to be as follows: **(10)**

year	Cash Flow (Rupees)	
	Machine A	Machine B
1	1,50,000	50,000
2	2,00,000	1,50,000
3	2,50,000	2,00,000
4	1,50,000	3,00,000
5	1,00,000	2,00,000

Discount Factor at 10% is:

Year	1	2	3	4	5
PV Re. 1	.9091	.8264	.7513	.6830	.6209

You are required to indicated which of the machines would be profitable using the following methods of ranking investment proposals:

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- (i) Pay-back Method
- (ii) Net Present Value Method
- (iii) Return on Investment Method

- Q4 (a) "While evaluating single project with conventional cash flows, both NPV and IRR methods give identical decisions." Explain. (5)
- (b) X Ltd. is considering the purchase of a new plant requiring a cash outlay of Rs. 20,000. The plant is expected to have a useful life of 2 years without any salvage value. The cash flows and their associated probabilities for the two years are as follows: (10)

1 <sup>st</sup> Year	Cash Flow	Probability
(i)	8,000	0.3
(ii)	11,000	0.4
(iii)	15,000	0.3

2<sup>nd</sup> Year. If cash flows in 1<sup>st</sup> year are:

	Rs. 8,000	Rs. 11,000	Rs. 15,000
Cash flows	8,000	11,000	15,000
Probability	0.2	0.3	0.3
(i)	4,000	13,000	16,000
(ii)	10,000	15,000	20,000
(iii)	15,000	16,000	24,000
	0.2	0.3	0.1

Presuming that 10% is the cost of capital, plot the above data in the form of a decision tree and suggest whether the project should be taken up or not.

- Q5 Following are the details regarding the capital structure of a company: (15)

Type of Capital	Book Value	Market Value	Specific Cost
Debentures	40,000	38,000	5%
Preference Capital	10,000	11,000	8%
Equity Capital	60,000	1,20,000	13%
Retained Earnings	20,000	-	9%
	<u>1,30,000</u>	<u>1,69,000</u>	

You are required to determine the weighted average cost of capital using:  
 (i) Book value as weights, (ii) Market value as weights. Do you think, there can be situation where weighted average cost of capital would be the same irrespective of the weights used?

- Q6 The following is the balance sheet of a company (15)

BALANCE SHEET			
Liabilities	Amount	Assets	Amount
Equity Capital (Rs. 10 per share)	Rs. 60,000	Net Fixed Assets	Rs. 1,50,000
10% Long-term Debt	80,000	Current Assets	50,000
Retained Earnings	20,000		
Current Liabilities	40,000		
	<u>2,00,000</u>		<u>2,00,000</u>

The company's total assets turnover ratio is 3.0, its fixed operating costs are Rs. 1,00,000 and its variable operating costs ratio is 40%. The income tax rate is 50%.

- (a) Calculate for the company all the three types of leverages.  
 (b) Determine the likely level of EBIT if EPS is (i) Re. 1 (ii) Rs. 3 (iii) Zero

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- Q7 (a) "In a world of no taxes and no transaction costs, a firm cannot be made more valuable by manipulating the dividend payout ratio." (5)  
 Examine the validity of the statement.  
 (b) The earnings per share of a company are Rs. 10. It has rate of return of 15% and the capitalisation rate of risk class is 12.5%. If Walter's model is used:  
 (i) What should be the optimum payout ratio of the firm?  
 (ii) What would be the price of the share at this payout ratio?  
 (iii) How shall the price of the share be affected if a different payout ratio was employed? (10)

- Q8 The Board of Directors of Nanak Engineering Company Private Ltd., requests you to prepare a statement showing the Working capital Requirements Forecast for a level of activity of 1,44,000 units of production per annum. (15)  
 The following information is available for your calculation:

	Per Unit
(a) Raw Material	Rs. 90
Direct Labour	40
Overheads	75
	205
Profit	60
Selling price per unit	265

- (b) (i) Raw materials are in stock on average one month.  
 (ii) Finished goods are in stock, on average one month.  
 (iii) Credit allowed by suppliers one month.  
 (iv) Time lag in payment by debtors 2 months.  
 (v) Lag in payment of wage 1 1/2 weeks.  
 (vi) Lag in payment of overheads one month.  
 20% of the output is sold against cash. Cash in hand and Bank is expected to be Rs. 60,000. It is to be assumed that production is carried on evenly throughout the year, and a time period of 4 weeks is equivalent to a month.

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# END TERM EXAMINATION

FOURTH SEMESTER [BBA] APRIL- MAY 2019

Paper Code: BBA 206

Subject: Research Methodology

Time : 3 Hours

Maximum Marks :75

Note: Attempt any five questions.

- Q1. A lot of business magazines conduct surveys, for examples the best management schools in the country; the top ten banks in the country; the best schools to study in etc. What do you think of these studies, would you call them research? Why /why not? (15)
- Q2. a) 'Hypotheses are the guiding force in any research study'. Justify and explain. (5)  
b) Select a research problem, enlist the variables in the problem and formulate a theoretical framework to demonstrate the link between the variables under study. (10)
- Q3. a) Differentiate between a laboratory experiment and a field experiment. (5)  
b) What is the observation method? What are the different types of observation methods available to the researcher? Elaborate with suitable examples. (10)
- Q4. Distinguish between (any three): (5x3=15)  
a) Open-ended and closed-ended questions  
b) Schedules and questionnaires  
c) Structured vs unstructured questionnaires  
d) Dichotomous questions vs multiple-choice questions
- Q5. Design a 5-item Likert scale to measure the opinion of the general public for what measures should be taken to ensure the safety of women in the Indian cities. (15)
- Q6. As the head of a department of a consumer research organization, you have the responsibility for testing and comparing the lifetime of four brands of electric bulbs. Suppose you test the lifetime of three electric bulbs of each of four brands. The data is show below, each entry representing the lifetime of an electric bulb, measured in hundreds of hours. (15)

Brand			
A	B	C	D
20	25	24	23
19	23	20	20
21	21	22	20

Can we infer that the mean lifetimes of the four brands of electric bulbs are equal?

- Q7. Discuss in detail the steps that a researcher needs to follow to formulate a good research report. Do the criteria become different for different kinds of report? Explain with examples. (15)
- Q8. Examine online research reports available and evaluate the process of reporting by them. Do you think that the structure followed by them is effective and efficient? Comment. (15)

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## END TERM EXAMINATION

FOURTH SEMESTER [BBA] APRIL-MAY 2019

Paper Code: BBA210 Subject: Information Systems Management

Time : 3 Hours Maximum Marks :75

Note: Attempt any five questions.

- Q1 (a) Differentiate among data, information and knowledge. What is the role of Decision Support System (DSS)? (7)  
(b) What types of decisions are taken by top level, middle level and lower level of management? Give suitable examples. (8)
- Q2 (a) What are the components and characteristics of management information system? (9)  
(b) Can an information system provide competitive advantage to an organization? Justify your answer. (6)
- Q3 (a) Draw and explain the structure of DBMS. Give five examples of each DDL and DML. (6)  
(b) Why is normalization important in databases? (4)  
(c) Explain the use of referential integrity constraint. (5)
- Q4 (a) Explain the syntax of DML commands. (8)  
(b) What is an entity and relationship in E-R model? Why is E-R model required? Draw an ER diagram from a e-commerce site who sells the products online. Make assumptions as required. (7)
- Q5 Differentiate between: (15)  
(a) File processing system and DBMS  
(b) Deterministic system and probabilistic system  
(c) Centralized processing and Distributed processing
- Q6 (a) Describe the phases of information system development life cycle. What are the activities carried out in system implementation? (10)  
(b) Compare waterfall model with spiral model and discuss their advantages and disadvantages. (5)
- Q7 (a) Explain the characteristics of executive information system. (7)  
(b) How is knowledge management system important for an organization? Differentiate between tacit and explicit knowledge. (8)
- Q8 Write notes on the following: (5x3=15)  
(a) Transaction processing system  
(b) Prototyping  
(c) Cloud computing  
(d) Multimedia approach to information processing  
(e) Distributed Processing.

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