

AR19

Code: 19MBA4005

SET-I

**ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI
(AUTONOMOUS)
MBA IV Semester Regular & Supplementary Examinations, July-2022
FINANCIAL DERIVATIVES**

Time: 3 Hrs

Max. Marks: 60

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

1. a) Define the term “Financial Derivatives”. What are the features ? Explain. **6M**
b) What are the different types of financial derivatives ? Explain their features in brief. **6M**
2. a) What do you mean by forward contracts? Discuss the limitations of forward contract. **6M**
b) Differentiate in between interest rate risk and exchange rate risk with examples. **6M**
3. a) What is futures contract ? Discuss various types of futures contracts. **6M**
b) Compare a futures contract with a forward Contract. **6M**
4. a) What is margin money ? Why it is collected ? What are the different forms of margin money ? **6M**
b) Differentiate between options and futures. **6M**
5. a) Briefly explain the factors affecting options pricing. **6M**
b) State Put-Call Parity pricing relationship. **6M**
6. a) Discuss briefly the economic functions of swap transactions. **6M**
b) State any three advantages and disadvantages of swaps. **6M**
7. a) Explain (i) Hedging, (ii) Speculating and (iii) Arbitraging in the language of derivatives. **6M**
b) What are the determinants of Forward Prices ? **6M**
8. **CASE STUDY:** **12M**
Determine the futures price from the following data :
Spot Price = Rs. 17,00,000
Cost-to-carry = 12% p.a.
Carry Period = 6 months.
Use cost-to-carry model.

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SET-2

**ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI
(AUTONOMOUS)
MBA IV Semester Regular & Supplementary Examinations, July-2022
GLOBAL HUMAN RESOURCE MANAGEMENT**

Time: 3 Hrs

Max. Marks: 60

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

1. a) Define Global Human Resource management. **4M**
b) Explain the Scope of Global Human Resource management. **8M**
2. a) What do you mean by human resource structure? **4M**
b) Briefly discuss the human resource structures in international firms. **8M**
3. a) What is the goal of hiring and staffing people? **4M**
b) What are the key issues in staff selection to internationalized firms? **8M**
4. a) Define international compensation. **4M**
b) Discuss the various components of international compensation. **8M**
4M
5. **8M** a) What do you mean by employee well-being?
b) Elaborate the importance of employee well-being in global organisations.
6. a) What are the Stages of International Human Resource Management? **6M**
b) Characterize British HR policies and practices. **6M**
7. a) What are the challenges associated with GHRM? **6M**
b) Elaborate the Morgan model of international human resource management. **6M**
8. **CASE STUDY: 12M**
Case: Listen to Finance Director Mark Hollingsworth at a recent Board meeting:
“Look, I have done my best to earn money for the company by centralizing our cash and funds management. But globalization of other operations is not keeping up with the globalization of finance. That makes it much more difficult for us. We should work towards international pooling and centralization of as many functions as possible. That allows a more refined control of finance. And this is also the way to penetrate more markets, rather than through this sort of messy merging and acquiring of firms and politicking to intertwine the components that this company must have seen in the past. I was not here at the time; things should have been streamlined better.”

Question: How do you explain the expansion of the firm in the past and what do you recommend for the future?

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SET-2

ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI
(AUTONOMOUS)

MBA IV Semester Regular/Supplementary Examinations, July, 2022
HR ANALYTICS

Time: 3 Hrs

Max. Marks: 60

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

1. a) Define HR Analytics and explain its role in the development of the organization. 6 M
b) Explain in detail the importance of Human Capital Management in HR Analytics. 6 M
2. a) Explain elaborately the benefits of HR Analytics to an organization with relevant examples. 6 M
b) Explain the usage of HCM model in designing the employee compensation 6 M
3. What are the strategies organization can implement to retain the employees? 12 M
4. a) How HR Analytics helpful to the organization in employee staffing? 6 M
b) Explain monetary and non monetary rewards in the organization. 6 M
5. a) Explain the contents and process of creating a playbook. 6 M
b) Explain the employee engagement drivers and its usefulness 6 M
6. What are the challenges in qualifying HR process? 12 M
7. a) Explain the Third generation of Human Capital Performance Metrics. 6 M
b) Explain the role of Predictive Analytics for Human Capital Management. 6 M
8. **CASE STUDY:** 12M
Ashwin Kumar, who had recently joined Systems, as training manager, was feeling uneasy at the end of his first meeting with Pesu Shroff, the Managing Director of the company.

Systems was a ten year old company employing 300 people. It had a turnover of Rs. 25 Crore in the previous year. The company traded in several products – both domestic and international.

Early during the current financial year, the government of India had announced, as a part of electronic liberalisation strategy, several policy measures which made imports costlier. All imports had to be financed by exports – there were restrictions on margin money and interest rates for working capital had shot up at one stroke. With little export income in its account, Systems had no choice but to discontinue importing SKD kits.

The company management had three options before it. First, to build up its domestic trading activity rapidly; Second, to assemble at least a few of the component products from raw materials sourced locally; Third, pursue after sales service aggressively both to generate revenue in the short run and to establish an enduring client-base for the company's products in the long run.

Invariably, the survival of the Systems depended on how quickly it could train its people – beginning from a handful of sales engineers – to become market centred and customer friendly in their approach to business.

“The days of easy revenue money are over for us,” Shroff had told Kumar, who had a formal training in HRD and had been an officer in the training cell of a multinational firm before signing up with Systems. “We have to compete now in the marketplace and sell hard to be able to secure orders. Times are changing. We have change too. And that is where you come in. It will be your responsibility, as the training manager, to ensure that people here acquire marketing skills,” he said, adding, as a clincher, “Frankly, have always felt that a sales man is born, not trained. I have had no belief in nontechnical training. In fact, have found no need so far for training manager at Systems. But I am prepared to do anything to get more sales.

Over the next few days, Kumar got busy evolving specific training packages for workers, shopfloor supervisors, administrative staff and senior functional executives and an intensive module for field salesmen. Deciding to start with the salesmen first, he met the sales manager to ask him to depute 10 sales for a training session to the next day. The sales manager was unconvinced and only half-heartedly consented to release people for the 20 day training.

The session was disaster. No one showed any interest in the proceedings. In fact, one of the salesmen came up to him during the coffee break and said, “you see, all this is waste of time. Take the client for a party and you get the sale. It is as simple as that. It has worked in the past and it will work in the future” Kumar laughed it off but the message has been delivered.

The attendance for the second day session was thin. This lack of interest was again obvious at the session for workers next day. The works manager who had originally agreed to the idea was vague about the absence of so many workers at the training session. “They are sick, I believe,” he said, making no attempts to hide his feelings that to him the whole thing was a big joke”.

Kumar was encountered such resistance in the company where he had worked earlier. He also knew that his training capsule was very effective. He was aware that training needs were universal for all companies and so were the training techniques which were also easily transferable from one set of working conditions to another and from one industry to another. He also knew that he had the aptitude and interest to become a professional trainer.

QUESTIONS

1. If you were a trainee manager how you design the training session?
2. What Kumar should do in this situation?