

Total number of printed pages-7

14 (COM-2) 2016

2024

COMMERCE

Paper : COM-2016

(Economic Legislations)

Full Marks : 80

Time : Three hours

The figures in the margin indicate full marks for the questions.

Answer Question Nos. 1 & 2 and any four from the rest.

1. Choose the correct answer : $1 \times 7 = 7$

(i) Who among the following is termed as a consumer under the Competition Act, 2002 ?

(a) A buyer

(b) A reseller

(c) A hirer

(d) All of the above

Contd.

(ii) The time limit to get information from public authority under the RTI Act, 2005 if it is related to the life and liberty of a person is

(a) 24 hr

(b) 72 hr

(c) 48 hr

(d) 52 hr

(iii) Which stage of money laundering involves integrating illicit funds into the financial system through complex financial transactions ?

(a) Placement

(b) Layering

(c) Integrating

(d) Implementation

(iv) What is the maximum period within which an adjudicating authority should complete an inquiry under FEMA ?

(a) 1 year

(b) 6 months

(c) 90 days

(d) 2 years

(v) Under the SEBI Act, 1992 who appoints the members of the Board of SEBI ?

(a) The President

(b) The Union Cabinet of India

(c) Ministry of Finance

(d) The Central Government

(vi) What does the term 'pre-packaged commodity' mean under the Legal Metrology Act, 2009 ?

(a) Any commodity that is packaged without the purchaser being present

(b) Commodities that require legal verification before sale

(c) Commodities packaged in standard weights and measures

(d) Packaging that contains only a single product

(vii) In which year the Air (Prevention and Control of Pollution) Act, was enacted in India ?

(a) 1974

(b) 1981

(c) 1991

(d) 1987

2. Give brief answers to the following questions : **(any five)** 5×5=25

(a) Discuss the significance of the RTI Act, 2005 in promoting transparency and accountability in the working of the government.

(b) What are the exceptions to the information that can be disclosed under the RTI Act, 2005 ?

(c) Discuss the process of 'Adjudication' by the 'Adjudicating Authority' under Section 8 of the Prevention of Money Laundering Act, 2002.

(d) Explain the concept of 'collective investment scheme' (CIS) as per the provisions of the Securities Exchange Board of India (SEBI) Act, 1992.

(e) What are the powers conferred to the 'Director' under the PML Act, 2002 ?

- (f) State the objectives of the Competition Act, 2002.
- (g) Define 'foreign currency' and 'authorised person' as has been defined in the FEMA, 1999.
3. Define 'Combination' as per section 5 of the Competition Act, 2002. Also discuss the procedure of combination of one or more enterprises under the Act. 5+7=12
4. Mention the powers and functions of State Pollution Control Board under the Air (Prevention and Control of Pollution) Act. 12
5. What is 'capital account transaction'? What are the capital account transactions prohibited under the FEMA, 1999? 6+6=12
6. Explain the provisions related to offences and penalties under the Legal Metrology Act, 2009. 12

7. (a) What are the general powers of central government regarding protection and preservation of environment as per the Environment Protection Act, 1986? 6
- (b) Define 'Environment', 'Environmental Pollutant' and 'occupier' as per the Environment Protection Act, 1986. 6
8. How is the Securities Exchange Board of India constituted? Discuss the 'Power of Investigation' under section 11C of the SEBI Act, 1992. 4+8=12

Total number of printed pages-7

14 (COM-2) 2076

2024

COMMERCE

Paper : COM-2076

**(Marketing Research and
Consumer Behaviour)**

Full Marks : 80

Time : Three hours

**The figures in the margin indicate
full marks for the questions.**

Answer **all** questions.

1. Choose the correct option from the following : 1×7=7

(i) Consumers who feel it inappropriate or wrong to purchase foreign made products, because of the resulting economic impact on the domestic economy are

- (a) Low ethnocentric
- (b) Dogmatic
- (c) High ethnocentric
- (d) Loyal nationals

Contd.

(ii) Stimuli that are too weak or too brief to be consciously seen or heard may nevertheless be strong enough to be perceived by one or more receptor cells. This process is called

- (a) selective perception
- (b) subliminal perception
- (c) attentional process
- (d) contrast effect

(iii) What is a cross-sectional study in Marketing Research ?

- (a) A study that collects data over a prolonged period
- (b) A study that collects data from different market segments at a single point in time
- (c) A study that exclusively examines competitors
- (d) A study focusing on a single case for an extended period

(iv) A person's enduring favourable or unfavourable evaluation, emotional feeling and action tendencies towards some object or idea is called

- (a) belief
- (b) intrinsic faith
- (c) attitude
- (d) affectation

(v) A questionnaire where the listing of questions is in a pre-arranged order and where the object of enquiry is revealed to the respondents is a

- (a) structured disguised questionnaire
- (b) structured nondisguised questionnaire
- (c) nonstructured questionnaire
- (d) open-ended questionnaire

(vi) Which of the following is not a trait of a fixated consumer ?

- (a) A passion for and interest in the category of what they collect
- (b) Aggressively competing in auctions
- (c) Unwillingness to invest a lot of effort in adding to their collection
- (d) Depending a lot of time and discretionary income buying more items for collection

(vii) Which sampling method involves selecting a proportion of elements from each level of the population ?

- (a) Simple Random Sampling
- (b) Stratified Sampling
- (c) Cluster Sampling
- (d) Systematic Sampling

2. Write short notes on the following :

(any five)

5×5=25

- (i) Impact of cultural emblems on consumer buying behaviour

(ii) Factors influencing the impact of reference groups on consumers

(iii) Family as a socialisation agent

(iv) Elements of consumer learning

(v) Types of research design

(vi) Components of the Marketing Information system

(vii) Advertising Research

(viii) Organising the market research function in a firm

3. What are some common challenges faced in conducting marketing research ? How does marketing research contribute to the strategic planning process of a company ? 6+6=12

Or

(i) Discuss the significance of advertising research. 5

(ii) "India's diverse demographic landscape makes it a difficult market to understand." How can market research agencies cope with this inherent challenge in the Indian marketing environment? 7

4. Prepare an outline of a research report considering a study on consumer's preference and problems related to digital banking services. 12

Or

Describe the different types of sampling techniques used in Marketing Research. How does one decide on the appropriate sampling method for a particular study? 6+6=12

5. Explain the dimensions used to measure the credibility of brand endorsers and spokespersons. How do consumer's process competitive brand information regarding product categories? 6+6=12

Or

Explain symbolism in the context of Indian cultural evolution and its impact on consumer behaviour. Describe how social class influences buying behaviour. 6+6=12

6. Describe the various elements of perception that influence consumer behaviour. How do personality traits and self concept determine an individual's receptivity to new products? 6+6=12

Or

Describe the characteristics of opinion leaders. Explain mother's socialisation-related attitude and also its influence on consumer socialisation. 4+8=12

Total number of printed pages-7

14 (COM-2) 2046

2024

COMMERCE

Paper : COM-2046

(Advanced Financial Management)

Full Marks : 80

Time : Three hours

The figures in the margin indicate full marks for the questions.

1. Select the most appropriate answer from the choices given in the following questions :

1×5=5

(a) The _____ measures the percentage change in earning per share due to percentage changing in sales.

(i) degree of combined leverage

(ii) degree of working leverage

(iii) degree of operating leverage

(iv) degree of financial leverage

(Fill the gap with appropriate words)

Contd.

(b) Systematic risk under Capital Assets Pricing Model is known as

- (i) diversifiable risk
- (ii) non-diversifiable risk
- (iii) uncomparable risk
- (iv) comparable risk

(Fill the gap with appropriate words)

(c) Composite cost of capital is defined as _____ of each specific type of fund.

- (i) individual cost
- (ii) mutual cost
- (iii) weighted average cost
- (iv) market oriented cost

(Fill the gap with appropriate words)

(d) As per Walter's Model of dividend decision, it is a matter of indifference whether earning is retained or distributed, when

- (i) The rate of return of the firms on investment is higher than cost of equity capital
- (ii) The rate of return on firm's investment is lower than the cost of equity capital
- (iii) Rate of depreciation is lesser than rate of return
- (iv) The rate of return on firm's investment is equal to the cost of equity capital

(e) Which one of the following is correct ?

(i) Inventory turnover ratio

$$= \frac{\text{Cost of good sold}}{\text{Average Inventory at cost}}$$

(ii) Inventory turnover ratio

$$= \frac{\text{Average Inventory at cost}}{\text{Cost of good sold}}$$

(iii) Inventory turnover ratio

$$= \frac{\text{Sale price of good sold}}{\text{Sale price of inventory}}$$

(iv) Inventory turnover ratio

$$= \frac{\text{Cost of good sold}}{\text{Market price of average inventory}}$$

2. Answer the questions in brief : $5 \times 7 = 35$

(a) A. K. Limited issues a new 14% debentures of Rs.1,000 face value to be redeemed after 10 years. The debenture is expected to be sold at 4% discount. It will also involve floatation costs of 2.5% of face value. The company's tax rate is 35%. What would the cost of debt be ? Calculate with short-cut method.

- (b) How is time value of money significant for financial decision making ?
- (c) Mention the different modes of long-term investment proposal under capital budgeting.
- (d) What is dividend pay out ratio ? How is it relevant for financial planning ?
2+3=5
- (e) State the importance of corporate re-structuring.
- (f) Write the different phases of working capital cycle.
- (g) How is capital structure different from financial structure ?

3. Critically review the 'profit maximisation' as a goal of financial management. 10

Or

Why is valuation of shares relevant ? State the applicable methods of valuation of share.
5+5=10

4. Analyse the suitability of Capital Asset Pricing Model for determining the Cost of Equity Capital. 10

Or

Critically evaluate Net Income Approach of Capital Structure theory.

5. From the following information determine the benefit cost ratios of the *two* projects and suggest which of the *two* projects should be accepted assuming discount rate of 10% : 10

	<u>Project x</u>	<u>Project y</u>
Initial investment	Rs. 20,000	Rs. 30,000
Estimated life	5 yrs	5 yrs
Scrap value	Rs. 1,000	Rs. 2,000

The profit before depreciation and after taxes (cash flows) are as follows :

	Yr I	Yr II	Yr III	Yr IV	Yr V
	Rs.	Rs.	Rs.	Rs.	Rs.
Project x	5,000	10,000	10,000	3,000	2,000
Project y	20,000	10,000	5,000	3,000	2,000

[Present value of Re. 1 at 10% discount factor are as follows :

1st yr.	0.909
2nd yr.	0.826
3rd yr.	0.751
4th yr.	0.683
5th yr.	0.621]

Or

(i) How is permanent or fixed working capital different from temporary or variable working capital ? 5

(ii) Prepare an estimate of working capital requirement from the following information of a trading concern : 5

(a) Project annual sale 1,00,000 units

(b) Selling price Rs 8 per unit

(c) % percentage of net profit on sale 25%

(d) Average credit period allowed to customers 8 weeks

(e) Average credit period allowed by suppliers 4 weeks

(f) Average stock holding in terms of sales requirement 12 weeks

(g) Allow 10% contingencies

6. Analyse how dividend is not relevant for valuation of a firm under Modigliani and Miller hypothesis. 10

Or

Eluciate the challenges and opportunities inherent with international acquisition and merger.

Total number of printed pages-7

14 (COM-2) 2036

2024

COMMERCE

Paper : COM-2036

**(Operations Research and
Computer in Business)**

Full Marks : 80

Time : Three hours

**The figures in the margin indicate
full marks for the questions.**

GROUP-A

(Operations Research)

1. Choose the correct alternative : $1 \times 5 = 5$

(a) Constraints in an LP model represents

(i) limitations

(ii) requirements

(iii) balancing limitations and
requirements

(iv) All of the above

Contd.

(b) The initial solution of a transportation problem can be obtained by applying any known method. However the only condition is that

- (i) the solution be optimal
- (ii) the rim conditions are satisfied
- (iii) the solution not be degenerate
- (iv) All of the above

(c) The method used for solving an assignment problem is called

- (i) MODI method
- (ii) Hungarian method
- (iii) Reduced Matrix method
- (iv) None of the above

(d) A game is said to be fair, if

- (i) both upper and lower values of the game are same and zero
- (ii) upper and lower values of the game are not equal
- (iii) upper value is more than lower value of the game
- (iv) None of the above

(e) The term 'Jockeying' in Queueing theory refers to

- (i) Not entering the long queue
- (ii) Leaving the queue due to impatience
- (iii) Shifting from one queue to another parallel queue
- (iv) None of the above

2. (a) What is linear programming? What are its major assumptions? 1+4=5

Or

Write the dual of the following primal problem: 5

$$\text{Max } Z = x_1 + 2x_2 + x_3$$

subject to

$$2x_1 + x_2 - x_3 \leq 2$$

$$-2x_1 + x_2 - 5x_3 \geq -6$$

$$4x_1 + x_2 + x_3 \leq 6$$

$$x_1, x_2, x_3 \geq 0$$

- (b) Use the graphical method to solve the following LP problem : 5

$$\text{Minimize } Z = 20x_1 + 10x_2$$

subject to

$$x_1 + 2x_2 \leq 40$$

$$3x_1 + x_2 \geq 30$$

$$4x_1 + 3x_2 \geq 60$$

$$x_1, x_2 \geq 0$$

- (c) Name the methods available to obtain an initial solution of a transportation problem. Which one of them provides good initial solution and why? How can we convert an unbalanced transportation problem into a balanced one? 2+2+1=5

3. (a) Solve the following LPP using simplex method : 8

$$\text{Maximize } Z = 6x_1 + 8x_2$$

subject to

$$5x_1 + 10x_2 \leq 60$$

$$4x_1 + 4x_2 \leq 40$$

$$x_1, x_2 \geq 0$$

- (b) Give the mathematical formulation of an assignment problem. How does it differ from a transportation problem? 3+4=7

Or

Solve the assignment problem where five different jobs are assigned to five different operators such that the total processing time is minimized. The matrix entries represent processing time in hours. 7

		Operators				
		1	2	3	4	5
Jobs	I	10	12	15	12	8
	II	7	16	14	14	11
	III	13	14	7	9	9
	IV	12	10	11	13	10
	V	8	13	15	11	15

4. (a) What are the different elements of the queueing system? In a supermarket, the average arrival rate of customers is 10 every 30 minutes following Poisson process. The average time taken by a cashier to list and calculate the customer's purchase is 2.5 minutes following exponential distribution.

(i) What is the probability that the queue length exceeds 6 ?

(ii) What is the expected time spent by a customer in the system ?

$$3+4=7$$

Or

Explain the Maximin-Minimax principle. Solve the following payoff matrix, determine the optimal strategies and value of the game :

$$3+4=7$$

$$\begin{bmatrix} 5 & 1 \\ 3 & 4 \end{bmatrix}$$

(b) Determine an initial basic feasible solution to the transportation problem by using

(1) Least cost method

(2) Vogel's approximation method

$$3+5=8$$

		Destination				
		1	2	3	4	Supply
Source	1	3	1	7	4	300
	2	2	6	5	9	400
	3	8	3	3	2	500
Demand		250	350	400	200	

GROUP-B

(Computer in Business)

5. Answer **any two** : 5×2=10

(a) What is encryption ? Explain the encryption keys. 3+2=5

(b) Write a note on different E-commerce business models.

(c) What is DFD ? How does it help in system analysis and design ? 2+3=5

6. Explain in detail the different kinds of authentication devices. 10

7. What is a system ? What are the elements of a system ? 3+7=10

Or

Explain the process of system development life cycle. 10

Total number of printed pages-7

14 (COM-2) 2026

2024

COMMERCE

Paper : COM-2026

(Organisational Behaviour)

Full Marks : 80

Time : Three hours

The figures in the margin indicate full marks for the questions.

1. Choose the correct option : $1 \times 5 = 5$
- (i) What does 'emotional intelligence' primarily involve ?
- (A) The ability to ignore personal emotions in professional settings
 - (B) The skill of managing and recognizing one's own emotions and those of others
 - (C) Technical skills related to job tasks
 - (D) The ability to perform under pressure without any emotions

Contd.

(ii) What does 'motivation by empowerment' involve ?

(A) Providing higher financial incentives

(B) Allowing employees more control and decision-making power

(C) Increasing surveillance and supervision

(D) Reducing the number of tasks assigned to each employee

(iii) Which theory of learning is primarily concerned with how behaviour changes as a result of rewards, punishments, and observation ?

(A) Cognitive Learning Theory

(B) Operant Conditioning

(C) Social Learning Theory

(D) Classical Conditioning

(iv) What is a primary goal of 'managing culturally diverse groups' ?

(A) To minimize the influence of different cultural backgrounds

(B) To create uniformity in thought and action

(C) To harness the potential of diverse perspectives to enhance group effectiveness

(D) To focus only on the legal implications of diversity

(v) In the stages of group development, which stage is characterized by conflict and competition among group members ?

(A) Forming

(B) Storming

(C) Norming

(D) Performing

2. Answer the following : **(any five)** $5 \times 5 = 25$

- (i) Discuss how the Big Five personality factors can influence workplace behaviour and interpersonal relations.
- (ii) Explain the concept of 'Attribution in Organizations' and discuss the common errors that might occur during the attribution process.
- (iii) Outline the Hofstede's Cultural Dimensions theory and explain its relevance in international business.
- (iv) Analyze the MBTI framework and discuss its utility in personal development and team dynamics.
- (v) What are the primary strategies for managing organizational conflict ?
- (vi) Discuss the implications of the Path-Goal Theory of Leadership in setting organizational goals.

(vii) Explain the concept of 'Group Cohesiveness' and its importance in enhancing team effectiveness.

3. Answer the following : **(any five)** $10 \times 5 = 50$

- (i) How does the Ohio State leadership theory distinguish between two dimensions of leader behaviour, namely consideration and initiating structure, and what implications does this distinction have for understanding effective leadership styles in various organizational contexts ? $5 + 5 = 10$
- (ii) How does the goal-setting theory explain the impact of specific and challenging goals on employee performance ? Give example of how organizations can apply this theory to motivate their employees effectively. $7 + 3 = 10$
- (iii) How does organizational culture influence employee behaviour and performance within a company.

(iv) Discuss French and Raven's bases of power and how they manifest in organizational settings. Provide examples of how each base of power can be used by leaders to influence employee behaviour and organizational outcomes. 6+4=10

(v) Explain the concept of 'Perceptual Errors' in the context of organizational behaviour. Provide examples of common perceptual errors that individuals may encounter in the workplace, and discuss their potential impact on employee interactions and organizational outcomes. 3+2+5=10

(vi) Discuss the significance of reinforcement in shaping employee behaviour and organizational culture. Provide examples of how positive reinforcement, negative reinforcement, and punishment can be used effectively to promote desired behaviour and achieve organizational objectives.

6+4=10

(vii) Identify emerging issues in organizational behaviour that are shaping the contemporary workplace landscape. Provide a brief overview of each issue and discuss its potential impact on organizational dynamics, employee behaviour, and managerial practices.

Total number of printed pages-7

14 (COM-2) 2056

2024

COMMERCE

Paper : COM-2056

**(Security Analysis and
Portfolio Management)**

Full Marks : 80

Time : Three hours

**The figures in the margin indicate
full marks for the questions.**

Answer **all** questions as directed.

1. Select the most appropriate answer from the multiple choices given against each :

1×5=5

(i) The objective of portfolio investment is to reduce _____ by diversification.

(A) return

(B) risk

(C) uncertainty

(D) None of the above

Contd.

(ii) What should be the investment decision when Expected Return of a Security under CAPM is less than the Market Return ?

- (A) Buy
- (B) Sell
- (C) Hold
- (D) Any of the above

(iii) The fundamental analyst compares the intrinsic value of a security with the

- (A) Historical market price
- (B) Expected intrinsic value
- (C) Past intrinsic value
- (D) Current market price

(iv) When the candlestick is black, it denotes that

- (A) Opening price is higher than the closing price
- (B) Closing price is higher than the opening price
- (C) Closing price and opening price are same
- (D) Closing price is the highest price

(v) Read the statements I, II and III carefully and select the correct answer/option from the choices given below the statements :

- I. Systematic Risk can be diversified.
- II. Unsystematic Risk can be diversified.
- III. Systematic Risk includes market risk.

- (A) Only I is True
- (B) I and III are True
- (C) Only II is True
- (D) II and III are True

2. Answer the following in about **30-50** words each : 2×5=10

- (a) Define market risk.
- (b) State the functions of stock market?
- (c) Write the assumptions of technical analysis.
- (d) What is the Treynor's formula for portfolio performance evaluation ?
- (e) What are the various types of financial derivatives ?

3. Answer **any five** of the following in about 200 words each : $5 \times 5 = 25$

- (a) Distinguish between systematic and non-systematic risks.
- (b) What are the sources of information for an economic analysis?
- (c) Discuss the Elliot's Wave Theory in brief.
- (d) Sandip is considering for investment in shares of Delta Company. The current market price is Rs. 64 per share whose face value is Rs. 10. The company is expected to pay a dividend of 60 percent for the next year. The earnings and dividend of the company is expected to grow at 10 percent indefinitely. If Sandip expects a return of 12 percent, should he buy at the current market price? Give reasons to support your recommendation and show the workings.
- (e) What are the evidences that support the Efficient Market Hypothesis theory?
- (f) Write a note on Capital Market Line.
- (g) How are derivatives used in the management of portfolios?

(h) Explain the head and shoulder pattern in technical analysis with suitable illustrations.

4. (a) How is the modern portfolio analysis different from the traditional portfolio analysis? Discuss. 10

OR

(b) The stock price of a stock at the beginning of the 12 months is given below along with the market index for the corresponding period :

Month	Market Index (INR)	Stock Price (INR)
January	15,000	540
February	16,400	620
March	17,200	700
April	16,900	690
May	18,000	740
June	20,000	860
July	21,000	920
August	22,800	960
September	24,600	1080
October	27,000	1200
November	25,000	1100
December	23,000	1000

Calculate the 'beta' and 'alpha' for the said stock. $7+3=10$

5. (a) What considerations are to be made at the time of construction of stock indices ? Explain the methods of constructing stock indices. 5+5=10

OR

- (b) What is fundamental analysis ? What are its assumptions ? Explain its scope and purpose. 3+2+5=10

6. (a) Explain the concept of efficient frontier in the context of portfolio selection. 10

OR

- (b) With the help of the following details find out the securities that are overpriced and underpriced in terms of the security market line :

Security	Expected Return	β	σ
A	0.33	1.70	0.50
B	0.13	1.40	0.35
C	0.26	1.10	0.40
D	0.12	0.95	0.24
E	0.21	1.05	0.28
F	0.14	0.70	0.18
Nifty Index	0.13	1.00	0.20
Repo Rate	0.09	0	0

7. (a) "Formula plans help the investors to overcome being emotionally attached to the stock." Critically examine this statement. 10

OR

- (b) Discuss the volatile trading strategies that help an investor to protect his position in the market.

Total number of printed pages-4

14 (COM-2) 2066

2024

COMMERCE

Paper : COM-2066

(Strategic Human Resource Management)

Full Marks : 80

Time : Three hours

The figures in the margin indicate full marks for the questions.

Answer Questions Nos. 1 & 2 and any five from the rest.

1. Choose the correct answer from the following : 1×5=5

(i) Which of the following focuses on supporting the corporate and business strategies ?

(a) Competitive strategies

(b) Operational strategy

(c) Mission strategy

(d) HR strategies

Contd.

(ii) _____ is the foundation of blue ocean strategy.

- (a) Innovation
- (b) Value creation
- (c) Value innovation
- (d) Value cost trade-off

(iii) Competitive advantage can be best described as

- (a) a strength to the organization
- (b) increased efficiency
- (c) intangible resources
- (d) what sets an organization apart

(iv) Which of the following is a key element of SHRM implementation ?

- (a) Implementing standardized HR practices without customization
- (b) Conducting sporadic performance evaluations
- (c) Tailoring HR strategies to fit the organization's unique needs
- (d) Ignoring feedback from employees

(v) In a balanced scorecard approach to performance compensation, which perspectives are typically considered to evaluate employee performance ?

- (a) Financial, operational, and customer
- (b) Financial, operational, and regulatory
- (c) Internal, external, and strategic
- (d) Customer, internal, and innovation

2. Write short notes on **any five** of the following in about **150–200** words each : $5 \times 5 = 25$

- (i) Executive compensation
- (ii) KRA and KPI
- (iii) Seniority vs Merit-based promotions
- (iv) Elements of effective HR Audit
- (v) HRM Practices in SME Sector
- (vi) Collective learning

3. Describe the challenges faced by HR managers in managing a diverse workforce. Suggest strategies to overcome these challenges. 10

4. How can HR departments effectively re-engineer their processes to accommodate the growing remote workforce, ensuring seamless communication, collaboration, and employee engagement ? 10
 5. Define HRD (Human Resource Development) scorecard and explain its significance in measuring the effectiveness of HRD initiatives within an organization. Provide examples to support your answer. 10
 6. Discuss the challenges faced by multinational corporations (MNCs) in managing human resources across different countries and cultures. How can HR strategies be adapted to address these challenges effectively ? 10
 7. Discuss the link between performance management and employee development. How can performance evaluations be used to identify employees' strengths, areas for improvement, and development needs ? 10
 8. Compare the practices of traditional performance appraisals with modern performance management approaches in boosting the output and performance of the employees. Evaluate the advantages and disadvantages of each approach. 10
-