



ARKA JAIN University, Jharkhand

4th Semester Medical Examination – 2019-20

Subject: HUMAN RESOURCE MANAGEMENT

Course: BCOM

Full Marks: 70

Time: 3 Hours

Pass Marks: 28

- Candidates are required to give their answers in their own words as far as practicable.
- Question Paper is divided into **Three Parts –A,B& C**
- **Part-A** is compulsory.
- **Part- B** contains **SIX** questions out of which **FOUR** questions are to be answered.
- **Part- C** contains **SIX** questions out of which **THREE** questions are to be answered.

PART A

Q1. All questions are compulsory

A] Multiple Choice Questions:

(10x1=10)

1. External Sources of recruitment does NOT include:

- a) Media advertisement
- b) Promotion

- c) Campus Recruitment
- d) Telecasting

2. MODERN method of appraisal involves:

- a) Rating method
- b) Checklist method

- c) BARS method
- d) Essay method

3. Which of the following is a form of EMPLOYMENT test:

- a) Aptitude test
- b) Structured test

- c) Stress test
- d) Background test

4. Off the job Training does NOT involve:

- a) Mentoring
- b) Vestibule Training

- c) Lectures
- d) Simulation Exercise

5. In training “FRAMES” are presented :

- a) Understudy
- b) Mentoring

- c) Job Instructional
- d) Apprenticeship

6. training is also known as “EARNING WHILE LEARNING”:

- c) Understudy
- d) Mentoring

- c) Apprenticeship
- d) Coaching

7. Interview intentionally put the applicant under pressure:

- a) Stress
- b) Unstructured

- c) Structured
- d) Group

8. Internal Sources of recruitment includes:

- c) Media advertisement
- d) Promotion

- c) Campus Recruitment
- d) Telecasting

9. TRADITIONAL method of appraisal involves:

- a) Management by objective
- b) BARS

- c) Ranking method
- d) None of these

10. Training asks the trainer to prioritize the decision:

- a) In Basket Training
- b) Case study

- c) Role Playing
- d) Management Games

B] Very Short questions

(5x2=10)

1. What are the different managerial functions of HRM?
2. Differentiate between ON JOB & OFF JOB training?
3. Define TRADE UNION.
4. Explain BARS.
5. What are the different types of INCENTIVES?

PART B

Q2. Answer any four:

(4x5=20)

1. What is the Typical Organizational set up of a Human Resource Management Department.
2. Mention the differences between TRAINING and DEVELOPMENT.
3. What are the different forms of WPM (any 3)?
4. Differentiate between Rating method and Checklist method along with an example.
5. Elaborate on different methods of WAGE PAYMENT.
6. Discuss TRADE UNION movement in India.

PART C

Answer any three:

(3x10=30)

- Q.3) Differentiate between Personnel Management and Human Resource Management.
- Q.4) Mention the different levels of WPM.
- Q.5) Explain 360° feedback and mention its sources, advantages & disadvantages.
- Q.6) Explain the different forms of organization structures. Also mention its advantages.
- Q.7) Elaborate on FACTORIES ACT.
- Q.8) Case Study:

You are the recruiter for Company ABC. Your company is one of the leading and most innovative organizations in the retail consumer goods industry. The Vice President of Marketing (the hiring manager) of the organization just received notice that her Director of Marketing for a glove accessories product line will be leaving at the end of December, 2014.

As the recruiter, it will be your responsibility to work with the hiring manager to identify a diverse candidate pool and find a great Marketing Director. You will need to act fast because it will be critical to replace the position before the beginning of the current incumbent leaves.

To start your recruitment project, you will need to develop a recruiting strategy, as well as, a selection strategy that will facilitate a smooth and successful process. In your process, you will need to develop strong selection tools to evaluate all potential candidates. This would include, but would not be limited to, interviews, reference checks and/or tests.

Once you have established a process, you will need to execute your recruiting strategy. It will be very important to find someone who has solid experience within retail consumer goods or other consumer product industries.

As part of the recruiting project, your manager (the Director of Human Resources) has given you a job description that will aid you in finding the best people. She has also scheduled you to meet with the hiring manager to discuss your recruitment and selection plan to fill the open board positions. For that meeting, you need to come prepared to communicate and discuss the hiring process and timeline. The Director of Product Development and product development team are relying on you to find them a new leader who will have an impact on the organization!

Questions:

- Develop a recruiting strategy that will outline your recruiting method and the recruitment sources used to identify and recruit prospective candidates. Think about targeted companies, agencies, professional associations, Internet, etc.
- Develop a selection tool with a minimum of five interview questions that will help you screen potential candidates. It is recommended you should use a combination of the different types of interview questions



ARKA JAIN University, Jharkhand

4th Semester Medical Examination 2019 - 20

Subject: Business Awareness - IV

Course : B.COM./BBA

Full Marks : 35

Pass Marks : 14

Time : 2 Hours

- Candidates are required to give their answers in their own words as far as practicable.
- Question Paper is divided into **Three Parts –A, B & C.**
- **Part - A** is compulsory.
- **Part - B** contains **SIX** questions out of which **THREE** questions are to be answered.
- **Part - C** contains **FOUR** questions out of which **TWO** questions are to be answered.
- **Part - D** is compulsory.

PART A

Q.1) All questions are compulsory

A] Multiple Choice Questions

(5x1=5)

i) Geographical concentration of industries that gain performance advantages through co-location:-

- a) Business Incubators
- b) Both of these
- c) Business Clusters
- d) None of these

ii) NABARD Stands for:-

- a) National Agricultural Board for Automotive and Rural Development
- b) National Autonomous Board for Agricultural and Rural Development
- b) National Bank for Agricultural and Rural Development
- d) None of the above

iii) Method by which a Business Owner plans to leave the business or close the business:-

- a) Venture Capital
- b) Angel Investor
- c) Bootstrapping
- d) Exit Strategy

iv) I.P.O. stands for:-

- a) Indian Public Organization
- b) International Public Organization
- c) Initial Public Organization`
- d) None of these

v) A collaborative program designed to help new startups succeed:-

- a) Business Incubators
- b) Investors
- c) Business Clusters
- d) Government Venture Capitalists

PART B

Answer any three.

(3x5=15)

Q.2) Define Progressive Policies. Explain any one in detail.

Q.3) What could be the different sources of capital for a Startup? Give examples in support of your answer.

Q.4) Define Startup. Explain different types of Startups with suitable examples.

Q.5) What are the different types of Business Cluster? Explain Benefits of Business Cluster.

Q.6) What are the structural components of a Business Plan? Explain.

Q.7) Discuss the different types of a Business Plan with examples.

PART C

Answer any two.

(2x5=10)

Q.8) What do you mean by Bootstrapping? Why Bootstrapping is not so popular in the Indian Startup Ecosystem?

Q.9) Differentiate between Burn rate and Churn rate.

Q.10) What are the components of a successful Business Plan? Discuss.

Q.11) Discuss the key elements of Successful Business Incubation.

PART D: CASE STUDY

(1x5=5)

Pet project

Down cycling of plastics happen when they are contaminated with low value plastics, product remnants like oils, shampoos and moisture and in certain cases heavy metals such as lead, phosphorus, mercury and the like that are harmful to humans.

Big brands in Europe and America proudly declare that their products and packaging contain recycled plastics, but the same brands would never make such claims in India. Given the strict quality requirements in main stream product and packaging, global brands altogether avoid the use of recycled plastic in India.

Banyan Nation understood that supply chain and sourcing managers could not ensure traceability of materials and also could not trust the current system to deliver consistent quality and volumes of recycled plastics in India.

"Banyan Nation set out to change this. By taking a complete value chain approach we developed innovative technologies that clean plastics to eliminate all potential contaminants auto paints, inks, metals, labels, adhesives, dirt, oils,"

Q.12) With reference to the Case, Explain What Innovation of Banyan Nation is being talked about?



ARKA JAIN University, Jharkhand

4th Semester Medical Examination – 2019-20

Subject : Financial Management

Course: B.Com(H)

Time: 3 Hours

Full Marks : 70

Pass Marks: 28

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- Question Paper is divided into **Three Parts –A, B & C**
- **Part-A** is compulsory.
- **Part- B** contains **SIX** questions out of which **FOUR** questions are to be answered.
- **Part- C** contains **SIX** questions out of which **THREE** questions are to be answered.

PART A

Q.1) All questions are compulsory

A] Multiple Choice Questions :

(10x1=10)

i) Debentures :

- a) Have an unlimited life, and voting rights and receive dividends
- b) Have a limited life, with no voting rights but receive interests
- c) Have a limited life, and voting rights and receive interests
- d) Have an unlimited life, and voting rights but receive no dividends

iv) Fixed rate of dividend is paid on

- a) Equity Share
- b) Preference Share
- c) Debenture
- d) None

iii) A company's operating leverage is 2 and Financial Leverage is 3. Its combined leverage will be:

- a) 6
- b) 1.5
- c) 5
- d) 4

iv) Capital Budgeting is related to

- a) Long Term Assets
- b) Short Tern Assets
- c) Long Term and Short Term Assets
- d) Current Assets

v) Financial management decision include

- a) dividend decision
- b) investment decision
- c) financing decision
- d) all the above

- vi) Financial Leverage helps to estimate
- Business Risk
 - Financial Risk
 - Production Risk
 - None
- vii) Operating Leverage x Financial Leverage=_____
- Financial combined leverage
 - Operational Combined Leverage
 - Combined Leverage
 - None
- viii) Cost of Retained earning is equal to_____
- Cost of Equity
 - Cost of Debt
 - Cost of Bank Loan
 - None
- ix) Net Working Capital is the excess of Current asset over _____
- Current Liabilty
 - Net Liability
 - Total Payable
 - None
- x) Net Present Value =_____
- The Future Value of a Projects Cash flows plus its initial cost
 - The Present Value of a Projects Cash Flows Plus its initial Cost
 - The Future Value of a Projects Cash flows minus its initial cost
 - The Present Value of a Projects Cash Flows minus its initial Cost

B] Very Short question

(5x2=10)

- What is Financial Planning?
- How to find return on investment through average rate of return method of capital budgeting.
- What is operating cycle?
- What is Internal rate of Return?
- Market price per share Rs.50, face value Rs.10, D_0 is Rs.5/- and g (growth) is 10%. Find Cost of Equity(K_e)

PART B

Q2. Answer any four:

(4x5=20)

- Explain the difference between Profit Maximization and Wealth maximization objectives of Financial Management. Which objective is better, explain with reason.
- What is the difference between Operating and Financial Leverage.
- Explain how will you calculate cost of Preference share capital and Debenture..
- Why Capital Budgeting is important for investment decision making?
- A company issues 10% redeemable preference shares of Rs.100 each. The preference shares are to be redeemed after expiry of 8 years at Par value. The issuance or floatation or issue expenses are 2 % of the par value. Compute the cost of Capital to the company if:
 - the issue is made at par
 - the issue is made at a discount of 5%
 - the issue is made at a premium of 5%

- vi) From the following profitability statement compute Operating, Financial and Combined Leverage:

Sales	4,80,000/-
<u>Variable Expenses</u>	<u>2,80,000/-</u>
Contribution	2,00,000/-
<u>Fixed Costs</u>	<u>1,20,000/-</u>
EBIT	80,000/-
<u>Interest</u>	<u>30,000/-</u>
<u>EBT</u>	<u>50,000/-</u>

PART C

Answer any three:

(3x10=30)

Q.3) Explain Payback Period method and NPV method with example. State the advantages and Limitations of Payback Period and NPV method.

Q.4) Describe is working capital with example. Explain the factors determining the size of working capital.

Q.5) Differentiate between Equity Shares, Preference Shares and Debentures as long term sources of Finance..

Q.6) A Company is considering purchase of a machine. Two Machines A and B are available, each costing Rs.10,00,000. The Discounting Rate is 20% . The useful life span of both the machines is 10years and the estimated cash flows from the machine are as follows:

Years	Cash Flows (in Rupees)	
	Machine A	Machine B
1	4,00,000	1,00,000
2	5,00,000	5,00,000
3	3,00,000	6,00,000
4	2,00,000	6,00,000
5	5,00,000	4,00,000

Using NPV technique of capital budgeting and assuming that the salvage value would be nil in case of both the machines, suggest which of the two machines should be purchased.

The present values of Rs. 1 @ 20% per annum are 0.833,0.694,0.578,0.482 and 0.402 at the end of 1st, 2nd, 3rd, 4th and 5th years respectively.

Q.7) The estimate of per unit selling price, cost and Profit of newly set up Shri Ram Ltd. are given below:

Items	Per Unit Amount
Raw Material	500/-
Direct Labour	150/-
Overheads	<u>200/-</u>
Total Cost	850/-
Profit	<u>150/-</u>
Selling Price	<u>1000/-</u>

Additional Informations

- i) The Average storage period for Raw material will be 2 month.
- ii) The Average storage period of Finished Goods will be 1 month.
- iii) Raw material will be supplied to the company on 1 month credit by the supplier.

iv) The company will sell goods on 2 months credit to its customers.

v) The time lag for payment for wages will be 1 month

vi) The time lag for payment for overhead will be 2 month.

vii) $\frac{1}{2}$ of the output will be sold on cash basis.

viii) Cash at bank is expected to remain Rs.50,000 on an average.

Assuming that the management of the company has planned to produce 60,000 units in the coming year and that a decision has been taken to keep 10% of the working capital as additional fund for the contingencies, make out an estimate of the total requirement of working capital by the company.

Q.8) (a) (b) The following information of a Machine calculate (i) Payback Period and (ii) Discounted Payback period.

Initial Investment: Rs.20,00,000

Life of Machine 5 years

Cash Flows in Various Years: Rs. 2,00,000, Rs. 3,00,000, Rs. 7,00,000, Rs.8,00,000 and Rs. 5,00,000 at the end of 1st, 2nd, 3rd, 4th, and 5th year respectively.

Required Rate of Return 10%, Discounted Rate (present value) of Rs.1 @ 10 % are 0.909, 0.826, 0.751, 0.683 and 0.621 at the end of 1st, 2nd, 3rd, 4th, and 5th year respectively.

(b) Calculate operating Cycle and number of operating cycle assuming no. of days in a year 360 days with the following information:

- a. The average storage period for raw material is 60 days and for finished goods is 30 days
- b. The suppliers give 90 days credit facility to the firm for purchases.
- c. The firm sells goods on 45 days credit to its customers.
- d. Production cycle is 10 days.



ARKA JAIN University, Jharkhand

4th Semester Medical Examination – 2019-20

Subject: Direct Taxation-II

Course: BCOM

Time: 3 Hours

Full Marks: 70

Pass Marks: 28

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- Question Paper is divided into **Three Parts –A, B & C**
- **Part-A** is compulsory.
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PART A

Q.1) All questions are compulsory

A) Multiple Choice Questions :

(10x1=10)

- Indexation is Applicable on 1) Long term capital gains 2) short term capital gains
- Any head of income that does not fall into the first 4 sources of income is assessed under the 5th Head which is _____. 1) Income from house property 2) Income from other sources.
- Indexation starts from 1) 2001-02 2) 2050-60 3) 2035-36
- Long term capital gain is **generally** for sale of assets beyond ____ 1) 36 months 2) 48 months 3) 60 months.
- Unabsorbed Depreciation (in case of loss in business) can be carried forward for 1) 20 years 2) Unlimited number of years.
- If an asset is put to use for less than 180 days then the depreciation is allowed at 1) 50% 2) 30 %.
- In the case of capital gains arising from transfer of land used for agricultural purpose the exemption is allowed to ____ 1) Individual /HUF 2) Company /firm.
- Interest on post office savings bank account is allowed to max of ____ in a single account. 1) Rs 10 2) Rs 3500.
- Loss from activity of owning and maintaining race horses can be carried forward for 1) 80 years 2) 4 years 3) 120 years.
- Family planning expenditure for capital amounts is allowed as deduction for 1) 1/5 a year 2) 1/30 a year 3) 1/40 a year.

B] Very Short question

(5x2=10)

- a) X has two non speculative businesses –Business A and Business B. Besides he has income from house property. His income from three sources is a given below – Business A –loss – (2,90,000) Business B profit of Rs 70,000 and income from house property Rs 5,10,000. How would you do the inter head adjustment?
- b) What are the provisions for write off of allowance for animals ?
- c) What is the formula for calculating long term capital gain- show each head clearly in the form of a table . ?
- d) Explain the concept of composite letting of buildings , machinery plant or furniture ?
- e) X has taken three education loans on March 1, 2017. The details of which are given below –
Loan 1- for X for full time MBA , Loan 2 – for Part time MCA for X Rs 3,00,000, Loan 3 Full time MBA for daughter of X . Annual Interest paid during the previous year 2017- 18 Rs 60,000 Rs 40,000 and Rs 55,000 for each of the loans. Find out the amount deductible under section 80E(Deduction of payment of interest on loan taken for higher education) for the assessment year 2018-19.

PART B

Q2. Answer any four:

(4x5=20)

- i) What is the basis of charge under sec 45 for income under the head capital gains- Explain in details ? Also state the provision and the basis of charge for depreciation as per income tax act for Profits and gains for business and profession.
- ii) Explain the seven conditions of sec 37(General deductions) for profits and gains on business or profession.
- iii) What are the provisions under sec 40 A(3) for amounts not deductible in respect of expenditure exceeding Rs 10,000.
- iv) What do you understand by expenditure on transfer , cost of acquisition , cost of improvement , full value of consideration and indexation as per income under the head capitals gains ? Also explain the employers contribution to provident fund and superannuation fund under sec 36(1) (iv) for deductions under profits and gains of business or profession.
- v) What is regarded as dividend and how is it charged to tax?
- vi) Tax liability – how computed –for Individuals – pls put in the formula?

PART C

Answer any three:

(3x10=30)

Q.3) A house was purchased on 1st April 2017 for Rs 20,00,000 and sold on 30th October 2017 for Rs 50,00,000. The stamp value of the house on the date of sale was Rs 65,00,000. Calculate the capital gains.

Q.4) X purchased a house property for Rs 76,00,000 on June 30th 1967. The following expenditure are incurred by him for making addition / alteration to the house property.

A Cost of construction of first floor in 1975-76.—Rs 1,10,000

B Cost of construction of the second floor in 2003-04.

C Alteration /reconstruction of the property in 2012-13.

Fair market value of the property on 1st April 2001 is Rs 4,50,000. The house property is sold by X on June 15, 2017 for Rs 99,50,000. (expenses incurred on transfer Rs 10,000). Compute the capital gain.

Indexation for 2003-04 109, Indexation for 2017-18 272, Indexation for 2012-13 200, Indexation for 2001-02 100

Q.5) Interest on borrowed capital and Bad debts – explain in detail under the profits and gains of business or profession. What are the permissible methods of valuation of stocks under the income tax for profits and gains of business or profession.

Q.6) X Ltd owns two plants – Plant A and Plant B- on April 1, 2017 (rate of depreciation 15% depreciated value on 1st April 2017 Rs 2,37,000). The company purchases Plant C on May 31 2017 for Rs 20,000 and sells Plant A (on April 10, 2017), Plant B (on Dec 12, 2017) and plant C (on March 1, 2018) for Rs 10,000, Rs 15,000 and Rs 24,000, respectively.

Find out the written down value of the block of assets?

Q.7) What is the mode of set off and carry forward of losses – explain the method? Also give an example. Also explain the family planning expenditure under sec 3691) (ix) for deductions under profits and gains of business or profession.

Q.8) Explain sec 80 DDB – deduction in respect of medical treatment etc– to what extent available and the full provisions- who can claim deduction - what is the qualifying expenditure – how much is deductible. Also explain the Advertisement expenses sec 37(2b) under the deduction of profits and gains of business or profession.



ARKA JAIN University, Jharkhand

4th Semester Medical Examination – 2019-20

Subject: Environmental Studies

Course: B.Com

Full Marks: 70

Time: 3 Hours

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- Question Paper is divided into **Three Parts –A, B & C**
- **Part-A ,B & C** are compulsory.
- **Part- B** contains **Six** questions out of which **Four** questions are to be answered.
- **Part-C** contains **Six** questions out of which **Three** are to be answered

PART A

Q.1) Multiple Choice Questions

(10x1=10)

- 22nd May is recognized as the world:
 - Biodiversity Day
 - Earth Day
 - Water Day
 - Environment Day
- Landslides are caused by:
 - Earthquake
 - Dam building
 - Mining
 - All of these
- Which of the following is non-polluting source of energy?
 - Coal
 - Petroleum
 - Solar Energy
 - Natural Gas
- In which year the Air (Prevention and control of Pollution) Act was passed?
 - 1974
 - 1981
 - 1991
 - 2001
- The national park in Rajasthan is:
 - Corbett
 - Gir
 - Kaziranga
 - Sariska
- Which one of the following is not a Fresh water source?
 - River
 - Glacier
 - Rainfall
 - Ocean

vii) Which one is biotic component of an ecosystem?

1. Plants
2. Colleges
3. Industries
4. Mines

viii) Producer in food pyramid of an ecosystem is

1. Plants
2. Herbivorous
3. Carnivorous
4. Omnivorous

ix) An ecosystem is inter-relationships of

1. Plant kingdom
2. Animal kingdom
3. Region
4. All of them

x) Which one is not a 'Green House Gas'

1. Methane
2. Nitrous Oxide
3. Ozone
4. Nitrogen

Q1 B) Answer All

(2x5=10)

i.) Describe the functions of the ecosystem.

ii.) Throw light on the disposal and control of water pollution.

iii.) Write the importance of environmental education.

iv.) Differentiate between food chain and food Web.

v.) What is acid rain?

PART B

(4x5=20)

Q2.) Answer any four:-

i.) Write the important points of water pollution Act.

ii) How can public awareness can be created for maintaining environmental balance ?

iii) Write the Biotic and Non Biotic components of man made ecosystem.

iv) Mention the causes of decrease in ozone layer.

v) What is understood by water conservation?

vi) What is solid waste management?

PART C

Answer any three:-

(10x3=30)

- Q.3) Write an essay on what necessary steps the Indian Government can take towards achieving a sustainable society.
- Q4) Discuss the various types of resources.
- Q5) Mention the various components of the Air ,Water and Wildlife protection Act.
- Q6) What is the relation between environment and human health? Discuss.
- Q7) Explain the reasons for increase in population and reason for difference in various countries.
- Q8)Write an essay on the energy flow in the ecosystem.