

Mid-West University
Examinations Management Office
Surkhet, Nepal
End-Semester Examinations-2080
Bachelor of Business Administration (BBA)
Semester - III

Subject: Financial Management-II
Full Marks: 100 Pass Marks: 50

Exam R.No.
Course Code: MGT 435/335
Time: 3:00 Hours

SECTION A: MULTIPLE CHOICE QUESTIONS (1 × 15 = 15 MARKS) / (TIME: 15 MINUTES)

Tick the *best* answers.

1. The risk which cannot be minimized from the investment in portfolio is called:
 - a. systematic risk
 - b. unsystematic risk
 - c. market risk
 - d. risk free rate
2. Efficient portfolios can be defined as those portfolios which providesfor a given level of risk
 - a. maximum return
 - b. average return
 - c. minimum return
 - d. none of the above
3. Capital Structure is a part of _____:
 - a. the asset side of a balance sheet
 - b. the liability side of a balance sheet
 - c. the trial balance
 - d. none of the above
4. The cost of equity share or debt is known as _____
 - a. the specific cost of capital
 - b. the related cost of capital
 - c. the burden on the shareholder
 - d. none of the above
5. EPS will be zero at:
 - a. financial BEP
 - b. operating BEP
 - c. both a and b above
 - d. none of the above
6. A warrant gives the owner:
 - a. the obligation to sell securities directly to the firm at a fixed price for a specified time.
 - b. the right to purchase securities directly from the firm at a fixed price for a specified time.
 - c. the obligation to purchase securities directly from the firm at a fixed price for a specified time.
 - d. the right to sell securities directly to the firm at a fixed price for a specified time.
7. If a corporate security can be exchanged for a fixed number of shares of stock, the security is said to be:
 - a. callable.
 - b. convertible.
 - c. protected.
 - d. put able.

8. The holder of a Rs. 1,000 face value bond has the right to exchange the bond any time before maturity for shares of stock priced at Rs. 50 per share. The Rs. 50 is called the:
- conversion price.
 - stated price.
 - exercise price.
 - none of the above.
9. Which one of these is not a part of capital structure?
- Equity Shares
 - Debentures
 - Short-term borrowings
 - Bonds
10. Combined leverage can be used to measure the relationship between-
- sales and EBIT
 - PAT and EPS
 - EBIT and EPS
 - sales and EPS
11. A preferred stock pays a 9 percent dividend on a Rs 100 par value. If a new issue is offered, flotation cost will be 5 percent of the current price of Rs 125. The cost of preferred stock be:
- 6.5%
 - 7.58%
 - 7.98%
 - 9%
12. A stock has an expected return of 10 percent, its beta is 0.9 and the risk free rate is 6 percent. What must be the expected return on the market be?
- 10%
 - 10.88%
 - 11.44%
 - 10.44%
13. A bond without defined maturity period is known as :
- zero coupon bond
 - perpetual bond
 - redeemable bond
 - callable bond
14. The cost of external equity is always higher than cost of internal equity due to:
- tax rate on external equity
 - higher dividend
 - flotation cost
 - all of above
15. XYZ Ltd. has EBIT of Rs 50,000. It has Rs 100,000 debt outstanding carrying 10 percent annual interest. The degree of financial leverage could be:
- 1.25 times
 - 0.833 times
 - 2.5 times
 - 5 times

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SECTION B: SHORT ANSWER QUESTIONS (8 × 5 = 40 MARKS)

Answer any **EIGHT** questions:

1. What are the different types of merger? Explain. [5]
2. Explain the features of warrant. [5]
3. A stock is selling today for Rs 300 per share. At the end of the year, it is expected to pay a dividend of Rs 15 per share and will sell for Rs 330. What rate of return do you expect from the stock? What are the dividend yield and capital gain yield? [2+1.5+1.5]
4. The common stock of the companies X and Y have the expected returns and standard deviations given below, the expected correlation coefficient between the two stocks is 0.10.

Common stock	Expected Return	Standard Deviation
A	20%	10%
B	12	8

Compute the risk and return for the portfolio comprised of equal investment on each assets. [5]

5. Given the following information:

Risk free rate	6%
Expected return of the market portfolio	11%
Standard deviation of the market portfolio	11%
Correlation coefficient of asset A and market portfolio	0.8
Standard deviation of the return of asset A	9%

- a. Calculate the beta coefficient for asset A. Is asset A classified as an aggressive or defensive asset? Why? [2.5]
- b. What is the expected return for the asset A? [2.5]
6. A company can sell a 10 year, Rs 1,000 face value bond with an 8.5 percent coupon for Rs 950. An underwriting fee of 2 percent of the face value would be incurred in the issue process. Assume corporate tax rate is 30 percent, compute the after tax cost of debt.
7. Kathmandu Footwear Ltd. manufactures a complete line of baby foot-wears for independent merchants. The average selling price of its finished product is Rs 85 per pair. The variable cost for this same pair of shoes is Rs 58. The company incurs fixed cost of Rs 170,000 per year.
 - a. What sales volume must the firm achieve to achieve an operating profit of Rs 50,000? [2.5]
 - b. If the company requires an after tax profit of Rs 30,000 what is the target unit of the sales required? Assume a 50 percent tax rate. [2.5]
8. Firm A has sales of 100,000 units at Rs 2 per unit, variable operating costs of Rs 1.70 per unit and fixed operating costs of Rs 62,5000, interest is Rs 10000 per year. Assume that the firms is in 40 percent tax bracket. Compute DOL, DFL and total leverage for the firm. [2+2+1]
9. The Reliance Company has warrants outstanding that expire in three years. Each warrant entitles the holder to purchase one share of common stock at an exercise price of Rs 40 per share. Determine theoretical value and premium over the theoretical value if the respective price of common stock and warrants are [2.5+2.5]
 - a. Rs 30 per share and Rs 1.5 per warrant.
 - b. Rs 50 per share and Rs 12 per warrant.
10. Write short notes: [2.5+2.5]
 - a. Financial Distress

b. Liquidations

SECTION C: LONG ANSWER QUESTIONS (3 × 10 = 30 MARKS)

Answer any **THREE** questions:

11. Discuss the position of Modigliani and Miller (MM) on the issue of optimal capital structure. [10]
12. Explain the portfolio theory. How the optimal portfolio is selected from the portfolio theory? [10]
13. ABC Ltd. has the following capital structure, which it considered to be optimal.

Debt	25%	Common Stock	60%
Preferred Stock	15%	Total	100%

The company's tax rate is 40 percent and investors expected earnings and dividends to grow at a constant rate of 9 percent in the future. The company paid dividend of Rs 3.6 per share (Do), and its stock currently sells at a price of Rs 60 per share. These terms would apply to new security offerings:

Common: new common stock would have a flotation cost of 10 percent.
Preferred: new preferred stock could be sold to the public at a price of Rs 100 per share, with a dividend of Rs 11, flotation costs of Rs 5 per share would be incurred.
Debt: Debt could be sold at an annual interest rate of 12 percent.

- a. Find the cost of debt, preferred stock, retained earnings and new common stock. [5]
- b. Calculate the weighted average cost of capital assuming that common stock financing requirements are all met by retained earnings. [5]

14. Shrestha Plastic Industry Pvt. Ltd. manufactures Plastic's Bucket. The following income statement information is relevant for the firm in 2022.

Selling price per unit	Rs 50
Variable cost of goods sold (% of selling price)	60%
Fixed operating costs	Rs 140,000
Interest expenses	Rs 16,000
Preference dividends	Rs 10,000
Marginal tax rate	50%
Number of common shares	50,000

- a. What level of sales does the firm need to achieve in 2022 to break-even with respect to operating income? [3]
 - b. How many units does the firm need to sell in 2022 to attain the financial break-even point? [3]
 - c. If the firm expects its sales to be Rs 500,000 in 2022, what is its degree of operating leverage? [4]
15. ABC Corporation has convertible subordinated bond with a coupon rate of 12 percent. It has a face value of Rs 1,000 and matures in 10 years. The common stock is currently trading at Rs 40 per share. The conversion ratio is 20 and the interest rate on similar risk bond is 15 percent.
 - a. Calculate the conversion price. [2]
 - b. Calculate initial conversion value [2]
 - c. Compute initial conversion premium. [2]
 - d. Compute straight bond value at present. [2]
 - e. Compute minimum price of convertible at present. [2]

SECTION D: CASE STUDY (15 MARKS)

16. Read a case given below and answer the following questions:

Stock X and Y have the following probability distributions of expected future returns: (5×3= 15)

Probability	0.1	0.2	0.4	0.2	0.1
X	-10%	2	12	20	38
Y	-35%	0	20	25	45

- a. Calculate the expected return and standard deviation for stock X and Y. [5]
- b. Calculate the coefficient of variation for stock X and Y. [5]
- c. Is it possible that most investors might regard stock Y as being less risky than stock X? Explain. [5]
- d. What are the covariance and correlation coefficient between returns from stock X and Y? [5]
- e. If you form a portfolio comprising 80 percent stock X and 20 percent stock Y, what are the expected return and standard deviation of the portfolio? [5]

THE END

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Exam Roll No.

Subject: Tourism and Hospitality Management
Full Marks: 100 Pass Marks: 50

Course Code: MGT 434/334
Time: 3:00 Hours

SECTION A: MULTIPLE CHOICE QUESTIONS (1 × 15 = 15 MARKS) / (TIME: 15 MINUTES)

Tick the *best* answers.

1. The product & service that cannot be touched physically or seen is
 - a. transferable
 - b. intangible
 - c. perishable
 - d. durable
2. The overview of a defined journey indicating the routes, time, activities, and the places to visit is
 - a. itinerary
 - b. tour package
 - c. trip tour
 - d. tour activities
3. When was the first hotel established in Nepal?
 - a. 1951 AD
 - b. 1951AD
 - c. 1956 AD
 - d. 1966 AD
4. Which one of the followings is one of the sections of the housekeeping department?
 - a. Lost & Found Section
 - b. Room Control Section
 - c. Fabric & Garment Section
 - d. None of them
5. Which one of the sections handles off-premises F&B Services?
 - a. Restaurant
 - b. Banquet
 - c. Room Service
 - d. Sales & Marketing
6. These types of events are large-scale showcases of products, services, or art in a professional, visually appealing setting.
 - a. Trade Show
 - b. Exhibition
 - c. Market Show
 - d. Sales Mission
7. The functional department of the hotel is
 - a. front office
 - b. housekeeping
 - c. human resource
 - d. none of it
8. Which one of the departments generates more profit at the hotel?
 - a. Food & Beverage Service
 - b. Front Office
 - c. Housekeeping
 - d. Kitchen
9. ... is setting up the various modes & activities to connect the potential clients & grab their attention.
 - a. Market Promotion
 - b. Marketing Research
 - c. Tourism Planning
 - d. Economic Analysis
10. A small tray that holds water E-boiler, sachets of hot & cold drink supplies is called
 - a. housekeeping tray
 - b. hospitality tray
 - c. room service tray
 - d. welcome tray
11. What does UNWTO stand for?
 - a. United Nations World Trade Organization
 - b. United Nation World Travel Organization
 - c. Union Nation World Tourism Organization
 - d. United Nation World Tourism Organization

12. Which one of the followings is not the key factor for successful event management?
- Allocating of appropriate location or right venue.
 - Draft a plan and follow the timeline/ Scheduling.
 - Lead capture mechanism towards the business goal.
 - Determine the targeted participants, audience & clients.
13. The psychological objectives of food & beverage service is.....
- the need to taste different varieties of food
 - the need to get F&B Services at the invested cost
 - the need to find friendly atmosphere
 - the need to elevate self-esteem
14. The event has an international reputation for specific landmarks as a 'must see' and that drives large-scale international tourism is
- niche event
 - signature event
 - participatory event
 - international event
15. Modified American Plan (MAP) consists of
- a room with additional two meals: continental breakfast, lunch & dinner
 - a room with breakfast and any two meals: lunch & dinner
 - a room with breakfast and an additional meal from lunch or dinner
 - a room with any two meals: lunch, dinner, or breakfast

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SECTION B: SHORT ANSWER QUESTIONS (8 × 5 = 40 MARKS)

Answer any **EIGHT** questions:

1. Who is tourist? Explain their types & characteristics. [2+3]
2. Define travel industry. Distinguish between travel agency & tour operators. [1+4]
3. What is menu? Explain its various types. [1+4]
4. Briefly indicate the various national & international tourism related organizations. [5]
5. What is destination marketing? Explain service marketing & marketing mix. [2+3]
6. What is the term hotel? Explain the various types of room found in hotel. [5]
7. "Courteous treatment will make a customer a walking advertisement." Justify with applicable attributes of front office's staffs. [5]
8. Introduce housekeeping departments with its major functions & operational sections [2+3]
9. What do you mean by F&B Services? Briefly introduce the various kinds of F&B services found at hotel. [2+3]
10. Write short notes: (Any TWO) [2.5+2.5]
 - a. Meal Plan
 - b. Itineraries
 - c. Room supplies

SECTION C: LONG ANSWER QUESTIONS (3 × 10 = 30 MARKS)

Answer any **THREE** questions:

11. What is tourism? Discuss the characteristic & components in detail. [3+3+4]
12. Discuss the importance of hotel in tourism development. Explain the basis of hotel & their types. [4+6]
13. Why is front office department considered as nerve center of hotel establishment? Illustrate the organizational structure of front office department with highlighting its various sections. [10]
14. How is service marketing more challenging than general marketing approaches? Discuss with its characters. [10]
15. What is event management? Explain its importance, types & key factors of execution. [2+8]

SECTION D: CASE STUDY (15 MARKS)

16. Read a case given below and answer the following questions:

The Nepalese tourism and hospitality sector is a fascinating blend of tradition and contemporary trends, showcasing its adaptability and resilience. An illustrative case is the integration of technology to enhance visitor experiences and streamline operations. Online booking platforms have become common, simplifying travel arrangements for tourists while also expanding the sector's reach. Virtual tours and experiences gained prominence during the COVID-19 pandemic, allowing the industry to engage with travelers even when physical travel was restricted.

The sector's crown jewel remains adventure tourism, with trekking in the Himalayas being a prime attraction. However, to alleviate the strain on popular routes and promote sustainable tourism, efforts have been made to develop and market lesser-explored trekking paths.

A remarkable trend is the rise of community-based tourism initiatives. These programs collaborate with local communities to offer authentic cultural experiences, providing economic benefits to rural areas. This aligns with the growing global preference for responsible and sustainable travel options that contribute positively to local livelihoods.

Despite the pandemic's impact on international tourism, the sector adapted by focusing on domestic tourism and digital innovation. This reflects the industry's agility and determination to overcome challenges.

Looking forward, the emphasis on sustainability, preservation of cultural heritage, and technology integration is expected to continue shaping the Nepalese tourism and hospitality sector. Its ability to balance tradition and innovation ensures that Nepal remains a compelling destination for travelers seeking rich cultural experiences and breathtaking landscapes.

Required

- a. Discuss the sensitivity of hospitality industry with its characteristics. [5]
- b. Discuss the impacts and emergences of hospitality industry after the pandemic 2020-21. [5]
- c. How could the current trends help the Nepalese hospitality sector overcome this impacted scenario? [5]

THE END

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Exam Roll No.

Subject: Cost Accounting
Full Marks: 100 Pass Marks: 50

Course Code: MGT433/333
Time: 3:00 Hours

SECTION A: MULTIPLE CHOICE QUESTIONS (1 × 15 = 15 MARKS) / (TIME: 15 MINUTES)

Tick the best answers.

1. The time lag between placing an order received in stock is known as
 - a. holding time
 - b. save time
 - c. lead time
 - d. extra time
2. Indirect materials used in production are classified as
 - a. office overheads
 - b. selling overheads
 - c. factory overheads
 - d. distribution overheads
3. The cost sheet is an estimate of
 - a. estimation of cost
 - b. estimation of profit
 - c. estimation of the selling price
 - d. estimation of units
4. Commission received and interest paid are:
 - a. shown in cost accounting
 - b. shown in financial accounting
 - c. ignored
 - d. none of the above
5. The process of allocating the overhead of the service department into the production department is known as:
 - a. allocation
 - b. apportionment
 - c. re- apportionment
 - d. segregation
6. The economic order quantity for a product is 900 units. The annual ordering cost is Rs 7,200. Which one of the followings is true?
 - a. Annual demand for a product is 1600 units.
 - b. Annual carrying cost is Rs 7, 200
 - c. Average carrying cost per unit is Rs 8
 - d. Cost of placing an order is Rs 8
7. If Input of 2000 units, weight loss of 100 units, and 10% normal loss is given, then expected output is.....
 - a. 1800 units
 - b. 1900 units
 - c. 1710 units
 - d. 1810 units
8. The cafeteria expenses is best apportioned to cost centers using:
 - a. direct labor hour
 - b. direct wages
 - c. no. of employee
 - d. time spent in cafeteria
9. If the completion stage of the work of the contract is less than half, the proportion of notional profit to be credited to profit and loss will be equal to
 - a. 1/3rd of notional profit
 - b. 2/3rd of notional profit
 - c. full of notional profit
 - d. none

10. Re-order level is defined as:
- a. how much to buy?
 - b. what to buy?
 - c. when to buy?
 - d. why buy?
11. A High turnover is an indication of:
- a. high productivity
 - b. high cost of production
 - c. ineffective personnel management
 - d. effective trainin
12. Which one of the followings is selling overhead?
- a. Indirect material
 - b. Indirect wages
 - c. Depreciation of Delivery Van
 - d. Depreciation of Machine
13. Which one of the followings is the most suitable basis for overhead distribution under the ABC method?
- a. Direct labor Hour
 - b. Production Unit
 - c. Production run
 - d. Direct Wages
14. Net profit as per cost accounting is Rs 100,000, factory overhead overcast in cost account is 10,000, net profit as per financial account is:
- a. Rs 900,000
 - b. Rs.110,000
 - c. Rs. 120,000
 - d. Rs. 80,000
15. The total of all direct costs is termed as ----
- a. overheads
 - b. factory cost
 - c. cost of production
 - d. prime cost

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SECTION B: SHORT ANSWER QUESTIONS (8 × 5 = 40 MARKS)

Answer any **EIGHT** questions:

1. Differentiate between fixed cost, variable cost, and semi-variable cost with suitable examples. [5]
2. Briefly write about the allocation and apportionment of overheads. [5]
3. Differentiate between cost accounting and financial accounting with examples. [5]
4. Explain the contract costing with its objectives. [5]
5. The cost structure of K&K Company at different volumes of production has been given below.

Production in units	500	600	700	800	900
Cost in Rs	1000	1100	1200	1300	1400

Required: a) Segregation of cost into variable and fixed components using the least square method.

b) Total cost for 1800 units [5]

6. The following information of inventory requirements was given.

Daily need 500 units Ordering cost per order Rs 40
 Carrying cost per year 40 % of inventory value, Days in a year 360 days

Required:

a. EOQ

c. Length of inventory cycle

b. Total cost of EOQ

[3+2]

7. The following information is given to you:

Standard production in 300 hours 900 units

Normal piece rate Rs 10

Actual yield/ output in 900 hours of four workers:

Saniya1800 units

Sony 2400 units

Sudha 2700 units

Sujana..... 2800 units

Calculate the total wages of Saniya, Sony, Sudha, &Sujana under Gantt's task and bonus plan [5]

8. The following information is provided to you

Standard wages rate per hour Rs 20

Normal time allowed per unit of output 12 minutes

Working time 12 hours per day

Actual output per day of working 12 hours:

Gita 50 units

Radha 60 units

Sita 72 units

Required: Total wages per day under Taylor's piece rate system

[5]

9. The following information is available from the books of Manakamana Company.

a. Net profit as per cost account Rs125,500.

b. Depreciation charged in financial account Rs 40,000 while recorded in cost account Rs 42,500

c. Works overhead over-absorbed in the cost account by Rs 27,500.

- d. The dividend paid Rs 25,000 was not recorded by the cost account.
 e. Profit on sales of furniture Rs 22,500 recorded in financial account only.
 f. Opening stock overcharged in financial account by 20000.

Required: Cost Reconciliation Statement.

[5]

10. The following information of inventory requirement was given.

Maximum stock level	150,000 Units	Re- order level	120,000 units
Consumption/day	2,000 – 4,000 units	Re- order period	20-30 days

Required:

- a. Re- order quantity
 b. Minimum stock level
 c. Average stock level

[2.5+2.5]

SECTION C: LONG ANSWER QUESTIONS (3 × 10 = 30 MARKS)

Answer any **THREE** questions:

11. What do you mean by the cost of labor turnover? Write, in brief, the types of cost incurred by employer with regards to labor turnover. [5+5]

12. The details of cost and other costs of 10000 units are as follows:

Direct material	Rs 140,000	Direct Wages	Rs 150,000
Factory overhead	Rs 120,000	Office overhead	Rs 122,000
Selling overhead	Rs 116,500	Sales	Rs 8, 00,000

Estimate the cost for 12000 unit for tender, when material cost will go up by 10%
 Wages reduced by 10%, works overhead increased by 10% , office overhead remain constant and selling expenses increased by 5%.

The company would like to earn same rate of profit.

Required: Cost Sheet and Tender Sheet.

[5+5]

13. A contractor who undertakes a contract for Rs 600000 on 1st Shrawan 2077, provides the following details at the end of Ashad 2078:

Particular	Amount Rs.
Material issued to contract	90,000
Wages Paid	140,000
Other expenses incurred	7,000
Material at site at the end	1000
Material lost by accident (Received from Insurance Co. Rs 2500)	3000
Plant return to store	3000
Plant destroyed by fire at end of Poush	8000
Plant at site after charging 10% depreciation	12600
Cash received on contract being 80% of Work certified	200000
Cost of work uncertified not included in above cost were:	
Material	5000
Wages	4000
Direct expenses	1000

Required:

- a. Contract account
 b. Work in Progress account,
 c. Items appearing in the Balance Sheet

[10]

14. A Company Ltd. has three production departments x, y, z, and one service department S1. The actual costs for a period are as follows:

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Exam Roll No.

Subject: Human Resource Management
Full Marks: 100 Pass Marks: 50

Course Code: MGT432/ 332
Time: 3:00 Hours

SECTION A: MULTIPLE CHOICE QUESTIONS (1 × 15 = 15 MARKS) / (TIME: 15 MINUTES)

Tick the *best answers*.

1. In the context of HR planning, what is the purpose of "Succession Planning"?
 - a. To recruit employees externally
 - b. To forecast future HR demand
 - c. To identify potential leaders within the organization
 - d. To manage employee terminations
2. Which one HRM function is concerned with creating a positive experience for new employees and helping them adapt to the company culture?
 - a. Recruitment
 - b. Training and Development
 - c. Compensation Management
 - d. Orientation
3. What is the primary objective of collective bargaining in industrial relations?
 - a. To resolve individual employee grievances
 - b. To negotiate wage and salary administration
 - c. To settle disputes between labor unions
 - d. To manage employee promotions
4. Which one HR function involves identifying gaps in employees' skills and knowledge and creating programs to address those gaps?
 - a. Compensation Management
 - b. Recruitment and Selection
 - c. Training and Development
 - d. Performance Appraisal
5. What is the main objective of "HRM Outsourcing"?
 - a. To automate HR processes
 - b. To transfer HR functions to external service providers
 - c. To hire more employees
 - d. To centralize HR decision-making
6. In Nepal, which one government body is responsible for enforcing labor laws and regulations?
 - a. Ministry of Finance
 - b. Ministry of Foreign Affairs
 - c. Department of Industry
 - d. Ministry of Labor and Employment
7. "_____ " is a process of evaluating an employee's performance of a job in terms of its requirements.
 - a. Performance management
 - b. Performance analysis
 - c. Performance appraisal
 - d. Performance evaluation
8. Which one of the followings is a benefit of employee training?
 - a. Improves morale
 - b. Helps people identify with organizational goals
 - c. Provides a good climate for learning, growth, and coordination
 - d. None of the above
9. "If a worker has few absences, his supervisor might give him a high rating in all other areas of work" is an example of _____ bias in Performance Appraisal.
 - a. halo effect
 - b. central Tendency
 - c. personal biases
 - d. stereotyping

10. The first step in the training process is
- need analysis
 - instructional design
 - implement
 - evaluate
11. _____ is a systematic and planned introduction of employees to their jobs, their co-workers, and the organization.
- Job evaluation
 - Investiture orientation
 - Orientation
 - Placement
12. What is the key difference between wages and salaries?
- Wages are paid weekly, while salaries are paid monthly.
 - Wages are based on hours worked, while salaries are fixed amounts per year.
 - Wages are typically higher than salaries.
 - Wages are paid to hourly workers, while salaries are paid to salaried employees.
13. Which one term refers to employees who are sent by their home country to work in a foreign subsidiary of a multinational corporation?
- Expatriates
 - Locals
 - Interns
 - Consultants
14. What is a common reason for an employee transfer within an organization?
- To reduce employee compensation
 - To terminate employment
 - To promote career growth
 - To resolve workplace conflicts
15. What is one of the key challenges to HRM specific to Nepal?
- Lack of labor unions
 - Abundant workforce
 - Overly complex labor laws
 - High employee turnover rates

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SECTION B: SHORT ANSWER QUESTIONS (8 × 5 = 40 MARKS)

Answer any **EIGHT** questions:

1. Define Trade Union and describe its importance. [2+3]
2. Explain the importance of HRP. [5]
3. What do you understand by HRM outsourcing? Explain its types. [2+3]
4. Write in detail the types of wages and System of Wage payment. [2+3]
5. List all the recruitment sources and describe them. [5]
6. Describe Human Resource Information System in detail. [5]
7. What are the barriers to effective selection? Discuss. [5]
8. Define transfer. Describe the reasons for it. [2+3]
9. Describe orientation program procedure in detail. [5]
10. Explain all the following terminologies: [1×5]
 - a. job specification
 - b. job enlargement
 - c. job enrichment
 - d. job rotation
 - e. job analysis

SECTION C: LONG ANSWER QUESTIONS (3 × 10 = 30 MARKS)

Answer any **THREE** questions:

11. Describe the different functions of HRM. [10]
12. Explain the methods of performance appraisal. [10]
13. Describe the causes and settlement of dispute. [5+5]
14. Discuss in detail IHRM and problem associated with it. [5+5]
15. Describe the training process in details. [10]

SECTION D: CASE STUDY (15 MARKS)

16. Read the case given below and answer the following questions:

You are an HR consultant tasked with addressing Human Resource Management (HRM) challenges at Morang Udhyog, a leading manufacturing organization in Nepal. The organization is facing issues related to salary and incentive increment practices despite poor employee performance, with the employer considering it a necessary action. Please analyze the following scenario and provide recommendations:

Case Scenario:

Morang Udhyog, a prominent manufacturing company in Nepal, has been facing a complex HRM challenge. The organization has a long-standing practice of providing regular salary and incentive increments to its employees, regardless of their individual performance levels. The management believes that this practice is necessary to maintain employee morale and retain talent in a competitive job market.

However, this approach has led to several issues. Employee performance has stagnated, as there is little motivation to improve or excel when salary and incentives are guaranteed. Consequently, the

organization is struggling with declining productivity, increased costs, and an overall decrease in competitiveness.

Morang Udhyog's HR department recognizes the need for change but is concerned about the potential backlash from employees accustomed to these automatic increments. As a consultant, you are tasked with the following:

- a. Evaluate the impact of the current salary and incentive increment policy on employee performance and the organization's overall competitiveness.
- b. Analyze the potential consequences of discontinuing the automatic increment practice, including employee morale and retention.
- c. Suggest the alternative HRM strategies that align with best practices while considering the unique context of the Nepalese job market.

Consider the cultural and economic factors specific to Nepal, as well as the employer's perspective on the necessity of salary and incentive increments. How would you navigate this situation to create a more effective HRM approach that promotes performance improvement and maintains employee satisfaction?

THE END

Mid-West University
Examinations Management Office
Surkhet, Nepal
End-Semester Examinations-2080
Bachelor of Business Administration (BBA)
Semester - III

Exam R.No.

Subject: Business Law
Full Marks: 100 Pass Marks: 50

Course Code: MGT 431/331
Time: 3:00 Hours

SECTION A: MULTIPLE CHOICE QUESTIONS (1 × 15 = 15 MARKS) / (TIME: 15 MINUTES)

Tick the best answers.

1. An offer may lapse by:
 - a. revocation
 - b. counter offer
 - c. Rejection of offer by offeree.
 - d. all of the above
2. Which one of the followings agreement is not against public policy?
 - a. Trading with an enemy.
 - b. Trafficking in public offices.
 - c. Marriage brokerage contracts.
 - d. Contracts to do impossible acts.
3. Which one of the followings statement is true?
 - a. Consideration must be of some value.
 - b. Consideration must be present.
 - c. Consideration must be adequate.
 - d. Consideration must be tangible.
4. Valid contracts
 - a. are made by free consent.
 - b. are made by competent parties.
 - c. have lawful consideration and lawful object.
 - d. all of the above.
5. An agreement, which prevents a person from carrying a lawful business, is.....
 - a. void
 - b. valid
 - c. voidable
 - d. illegal
6. is made by words spoken.
 - a. Express contract.
 - b. Implied contract.
 - c. Tacit contract.
 - d. Unlawful contract.
7. An agreement to pay money or money's worth on the happening or non-happening of a specified uncertain event is a.....
 - a. wagering agreement
 - b. contingent contract
 - c. quasi contract
 - d. uncertain agreement.
8. A legal means of enforcing a right or correcting a wrong is a (n)
 - a. breach.
 - b. remedy.
 - c. avoidance.
 - d. beneficiary.
9. A contract is discharged by rescission which means the
 - a. change in one or more terms of the contract.
 - b. acceptance of lesser performance
 - c. abandonment of rights by a party.
 - d. cancellation of the existing contract.
10. The doctrine of caveat emptor means
 - a. let the seller beware.
 - b. let the buyer beware.
 - c. let the creditor beware.
 - d. none of the above.

11. Award means
- a. prize
 - b. recognition
 - c. decision of arbitrator.
 - d. price
12. An agreement to remain unmarried is
- a. valid
 - b. void
 - c. voidable
 - d. unenforceable
13. Which one of the following elements is not necessary for a contract?
- a. Competent Parties.
 - b. Reasonable terms and conditions.
 - c. Free Consent.
 - d. Lawful concentration.
14. Contractual rights and duties are created by
- a. state.
 - b. statute.
 - c. parties.
 - d. custom or usage.
15. Which one of the followings is not a form of delivery of goods?
- a. Constructive delivery
 - b. Structured delivery
 - c. Actual delivery
 - d. Symbolic delivery

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You are required to answer in your own words as far as applicable. The figures in the margin indicate full marks.

SECTION B: SHORT ANSWER QUESTIONS (8 × 5 = 40 MARKS)

Answer any **EIGHT** questions:

1. Discuss the importance of law.
2. Conceptualize the nature of contract.
3. Explain the rules regarding acceptance.
4. No consideration no contract. Elucidate with examples.
5. When is consent to be free? Briefly explain.
6. What is meant by pledge? When is a pledge by non-owner valid?
7. "An agent cannot delegate his/her authority to the third person." Briefly comment.
8. Who is an unpaid seller? Under what circumstances can he exercise his right of lien and how?
9. Who is liquidator? Explain the rights, duties and power of liquidator.
10. What is the importance of arbitration?

SECTION C: LONG ANSWER QUESTIONS (3 × 10 = 30 MARKS)

Answer any **THREE** questions:

11. "An agreement enforceable by law is a contract." Discuss and deal with the essentials of a valid contract.
12. State, in brief, the grounds upon which a contract may be discharged.
13. What is incorporation of company? Explain the procedure regarding incorporation of company.
14. Define the term agency. Explain the modes of creating agency.
15. What are the legal remedies of breach of contract?

SECTION D: CASE STUDY (15 MARKS)

16. Read the case given below and answer the following questions:

Mr. Ramhari Nepal is a famous businessman. And Ramhari Nepal offered to sell his car to Krishna Prasad Marasini for 10, 00,000. Krishna Prasad Marasini accepted the offer by post on the next day. Krishna Prasad Marasini sent a telegram revoking the acceptance which reached Ramhari Nepal before the letter.

- a. Is the revocation of acceptance valid?
- b. Would it make any difference if both the letter of acceptance and the telegram of revocation of acceptance reach Ramhari Nepal at the same time?
- c. Explain the legal provisions relating to offer and acceptance in the context of Nepal.

THE END