

MID-WESTERN UNIVERSITY  
FACULTY OF MANAGEMENT  
FINAL EXAMINATION: 2074  
MASTER OF BUSINESS STUDIES (MBS)  
SEMESTER - IV

Subject: Taxation

Course Code: ACC 545

Full Marks: 100

Time: 4:00 Hours

*You are required to answer in your own words as far as applicable. Figures in the margins indicate full marks.*

**SECTION A: CRITICAL THINKING QUESTIONS (10 X 2 = 20 MARKS)**

*Answer all questions:*

- Q1. What is tax assessment year?
- Q2. Define direct tax with suitable example.
- Q3. What do you mean by employment income?
- Q4. What is custom duty?
- Q5. Mr. Dinesh was appointed as a government officer on a pay scale of Rs 20,000-400-22,000 EB 500-28,000 on Ist Shrawan 2065.  
You are required to calculate his annual salary.
- Q6. Mr. Resham, an auditor, furnished the following details of his income during the year.
- Audit fee Rs 425,000 (after TDS)
  - Consultation fees Rs 170,000 (after TDS)
  - Accounting assistance fees Rs 100,000
  - Meeting fees Rs 17,000 (Net)
  - Lottery wins Rs 150,000 (Net)
  - Interest from bank deposit Rs 95,000 (Net)
- Required: Assessable income from profession
- Q7. XYZ Company provides the following details of its fixed assets under Block D.
- Beginning written down Value of assets is Rs 1,000,000
  - New addition of assets: On Ist Magh of Rs 600,000  
On Ist Baisakh of Rs 900,000
  - Disposed Value of assets of Rs 500,000
- Required: Amount of depreciation to be charged in current year
- Q8. XYZ company imported a 40 pieces of television set at a unit price of Rs 20,000 (CIF Kolkata) .The freight and insurance expenses from Kolkata to Birgunj was Rs 30,000 . The prevailing rate of custom duty is 30%.  
Required: Custom duty
- Q9. Following is the information of a dealer selling varieties of electronic equipment.
- Sales three pieces of Samsung T.V. @ Rs 20,000 each.
  - Sales two pieces of LG LED@ Rs 30,000 each.
  - Discount provided to customers @ 10%
- Required: VAT collected by the dealer from the customers
- Q10. Mr. Nabin submitted the following details regarding an investment.
- Royalty from natural resources Rs 300,000
  - Interest from fixed deposit Rs 45,000
  - Rent by letting house Rs 180,000
  - Rent by letting computer Rs 270,000 (Net)
  - Expenses Related to natural resource Rs 5,000
  - Interest on private money transaction Rs 75,000
- Required: Assessable income from investment

**SECTION B: SHORT ANSWER QUESTIONS (6 X 8 = 48 MARKS)**

*Answer any SIX questions:*

- Q11. Mr. Gautam, a disabled person working in Nepal Telecom, furnished the following details of his income and expenses for the previous year.

- Net salary after deducting TDS and his contribution to P.F. was Rs 300,000. Tax deducted at source was Rs 24,000. His contribution to P.F. was 10% of salary and NTC also contributed equal amount.
- Remote area allowance 25% of salary.
- His LIP paid by the employer Rs 15,000 and annual insurance premium is Rs 25,000.
- Scholarship provided by employer to his son is equal to 10% of salary.
- Stationery bill of his daughter paid by office Rs 700 P.M.
- Dashain allowance equal to one month salary.
- Royalty income from natural resources Rs 60,000.
- Travelling and daily allowance of Rs 20,000 for attending seminar in Nepalgunj.
- Vehicle facility provided by employer but vehicle is used for office as well as personal use.
- Accommodation facility provided by employer with free of cost, but rent paid by the office of Rs 5,000 per month.
- His office is in remote area C

Required:

- (a) Net (Assessable) income from employment 5
- (b) Statement of total taxable income 2
- (c) Tax liability 1

Q12. Discuss the importance of tax for the government. Also state the canon of tax with suitable example. 3+5

Q13. Mr. Ojha disclosed his following income and expenditure for the previous year.

- Interest on private money lending activities Rs 150,000
- Natural resources payment received Rs 306,000 (after TDS)
- Interest from bank deposit Rs 190,000
- Dividend from domestic company Rs 95,000
- Royalty from writing articles Rs 15,000
- Royalty from book publication Rs 85,000 (after TDS)
- Compensation received Rs 50,000
- Money found lying in street Rs 7,500 (net)
- Disabled allowance from government Rs 12,000

He claimed following expenses for deduction:

- Interest collection charge Rs 2,000
- Natural resource Rs 1,000
- Royalty from writing articles Rs 100
- Dividend from domestic company Rs 500
- Salary to assistant Rs 30,000
- Life insurance premium Rs 15,000
- Donation to tax exempt organization Rs 12,000

**Required:**

- (a) Net (Assessable) income from Investment 5
- (b) Statement of total taxable income 2
- (c) Tax liability 1

Q14. The following are the results of a company during the last 7 years.

Year	3	4	5	6	7
P/L Rs	(140,000)	50,000	(150,000)	300,000	500,000

Balance of unrecovered loss at the beginning of year 3 was Rs 30,000 which represents Rs 20,000 for year 1 and balance for year 2. Donation of Rs 200,000 given to Lumbini development trust was charged in the P/L A/C of the year three. The profit of year 6 was derived before deducting interest on bank loan of Rs 30,000. The company forgets to deduct R&D cost Rs 200,000 in year 7.

Required: Taxable income of the company giving explanation wherever necessary 8

Q15. A business firm imported following goods from foreign country and incurred transportation cost US \$ 2000 up to Nepal's custom points.

Types of goods	Quantities	Unit price	Total cost	Rate of custom duty
Refrigerators	30	US \$ 250	US \$ 7,500	30%

Washing machine	50	US \$ 300	US \$ 15,000	25%
Micro oven	50	US \$ 150	US \$ 7,500	30%
Gas heater	40	US \$ 200	US \$ 8,000	20%

From investigation of goods in custom, the authority found that the price of Micro oven is US \$ 200. In the same way the quantities of Gas heater was 45 pieces in the place of 40 pieces.

Required: Custom duty

8

Q16. (i) Value added tax is imposed on added value at each level of sales. Comment briefly.

3

(ii) A dealer imported a refrigerator from India paying VAT to the government. The refrigerator passes to the consumer through two middlemen i.e. wholesaler and retailer. Each businessman incurred expenses of Rs 1,000 before selling it to their customers at a profit of 15% on sales price. The final consumer paid Rs 5,000 VAT on this item.

Required: (a) VAT collected by the government

4

(b) Cost price to the customer.

1

Q17. Briefly describe rights and duties of a tax officer under income tax Act 2058.

3+5

Q18. A special industry under company Act of Nepal provides the following details of its assets under different blocks as:

Block	WDV as on 1st Shrawan	Addition of assets	Purchase at	
A	50,00,000	Nil		
B	10,00,000	Nil		
C	30,00,000	A Mini bus	15,00,000	1st Chaitra
D	25,00,000	A machine	700,000	1st Marga

The company incurred Rs 500,000 as a cost of patent right for a period of 20 years and 5 month. There was no disposal of assets under any block during the income year.

Required: Allowable depreciation of the assets under difference blocks.

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### SECTION C: LONG ANSWER QUESTIONS (2 X 16 = 32 MARKS)

Answer any TWO questions:

Q19. "Promotion of industries in undeveloped area may be the outcomes of tax planning scheme extended by the government". Explain this statement and discuss the various concessions and rebates that are available in income tax act 2058.

6+10

Q20. Following is the trading and Profit & Loss Account of a manufacturing company for the previous year.

Particulars	Rs	Particulars	Rs
To Opening stock	350,000	By Sales	22,00,000
To direct material	700,000	By Closing stock	400,000
To manufacturing expenses	300,000		
To Wages	50,000		
To gross profit	12,00,000		
	<b>26,00,000</b>		<b>26,00,000</b>
To Salaries	100,000	By Gross profit	<b>12,00,000</b>
To Pollution control cost	200,000	By bad debts recovered	40,000
To Donation	240,000	By Commission received	20,000
To Interest on loan	55,000	By Amount received for not producing one brand	125,000
To Depreciation	290,000	By House rent	75,000
To R & D	230,000	By Gain on sale of share net (not listed)	49,000
To General expenses	50,000	By Sale of news paper	1,000
To exchange loss	5,000		
Repairs expenses	115,000		
Legal expenses	20,000		
Net profit	605,000		

Total	19,10,000	19,10,000
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Additional Information:

- Opening stock was overvalued by Rs 50,000 and closing stock was undervalued by Rs 40,000.
- Material purchased includes Rs 50,000 for purchase of computers.
- Wages include Rs 1,000 for transportation and installation cost of the computers.
- 40% of bad debt recovered was not allowed previously.
- Loss on disposal of share last year Rs 25,000 has not been adjusted yet.
- Legal expenses include Rs 10,000 incurred for protecting patent rights.
- Interest on loan was found excess by 10%.
- Opening WDV in respect of block A, B, C and D were Rs 600,000, Rs 300,000, Rs 150,000 and Rs 450,000. A Toyota pickup van costing Rs 660,000 was purchased on Ashwin.
- The industry is located in undeveloped area. It has been providing direct employment to 340 Nepalese workers.
- Repairs cost of : Block A Rs 45,000 Block B Rs 15,000 and Block D Rs 55,000
- 80% donation was given to Pashupati area development Trust and rest was given to a private school.

Required: (a) Net (assessable) income from business	10
(b) Statement of total taxable income	4
(c) Total tax liability	2

Q21. The following Receipt and payments account of an Auditor is given below:

Receipt	Rs	Payments	Rs
To Balance b/d	70,000	By office salaries	120,000
To Audit fee	650,000	By office expenses	90,000
To consultancy fees	250,000	By office rent	25,000
To commission relating to audit work	20,000	By car expenses	16,000
To interest on fixed deposit from NBL	20,000	By life insurance premium	17,000
Net			
To sale of furniture	<b>50,000</b>	By purchase of news paper	<b>2,000</b>
To gift and present from clients	210,000	By income tax paid in advance	<b>5,000</b>
To interest on govt. bond net	13,000	By donation to tax exempt organization	5,000
To dividend received net	18,000	By purchase of stationery	17,000
To sale of news paper	16,000	By travelling expenses	14,000
To directors fee net	17,000	By miscellaneous expenses	15,000
		By domestic expenses	5,000
		By pollution control cost	40,000
		By balance c/d	963,000
	<b>13,34,000</b>		<b>13,34,000</b>

Adjustments:

- Half of car expenses were paid for personal purpose.
- Office salaries include Rs 20,000 paid to domestic cook.
- 50% of donation was given to an organization which was not approved by IRD.
- Half of domestic expenses are spent for general expenses.
- Allowable depreciation of Rs 10,000 not shown in account.
- Gain on sale of non-professional assets of Rs 100,000 not shown in account.

Required: (a) Net (assessable) income from profession	10
(b) Statement of total taxable income	4
(c) Total tax liability	2



MID-WESTERN UNIVERSITY  
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FINAL EXAMINATION: 2074  
MASTER OF BUSINESS STUDIES (MBS)  
SEMESTER - IV

Subject: Advance Auditing  
Full Marks: 100

Course Code: ACC 546  
Time: 4:00 Hours

*You are required to answer in your own words as far as applicable. Figures in the margins indicate full marks.*

**SECTION A: CRITICAL THINKING QUESTIONS (10 X2 = 20 MARKS)**

*Answer all questions:*

- Q1. What is Energy Audit?
- Q2. Mention any four points of accounting concepts.
- Q3. State any two roles of Institute of Chartered Accountants of Nepal.
- Q4. Which information is generally included in current audit files? List out any four of them.
- Q5. Write any two benefits of audit program.
- Q6. What is test check?
- Q7. Write any two differences between the civil and criminal liabilities of an auditor.
- Q8. Write down any four codes of conducts to be obeyed by a professional auditor.
- Q9. List out the categories of auditors according to the ICAN Act 2061 and mention the limit of amount of transaction each auditor can audit.
- Q10. Write any six headings of 'off-balance sheet items'.

**SECTION B: SHORT ANSWER QUESTIONS (6 X 8 = 48 MARKS)**

*Answer any SIX questions:*

- Q11. Mention the basic principles and features of Government audit. 4+4
- Q12. Describe about the standard on quality control (SQC). 8
- Q13. Define Audit Engagement Letter. Mention the contents essential for writing Audit Engagement Letter. 2+6
- Q14. What are the informations required to understand the knowledge of client business? 8
- Q15. Describe the main types of audit report. 8
- Q16. Describe provision regarding appointment of auditor according to Company Act 2063. 8
- Q17. State any six points about auditor's duty with regards to payment of dividends. 8
- Q18. Write short notes (Any Two) : 4+4
  - a) Management Audit
  - b) Full Audit
  - c) Performance Audit

**SECTION C: LONG ANSWER QUESTIONS (2 X 16 = 32 MARKS)**

*Answer any TWO questions:*

- Q19. a) Write any six conditions in which an auditor may be disqualified for audit works. 6  
b) Explain the main powers and duties of an auditor. 6+4
- Q20. What activities should be done while auditing co-operative organization? Which points are essential while reporting requirements in Co-operative audit? Describe in detail. 10+6
- Q21. What do you understand by criminal liabilities of an auditor? On what ground s/he may be held liable for criminal offences? 6+10

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FINAL EXAMINATION: 2074  
MASTER OF BUSINESS STUDIES (MBS)  
SEMESTER - IV

Subject: Accounting Theory and Practice  
Full Marks: 100

Course Code: ACC 547  
Time: 4:00 Hours

*You are required to answer in your own words as far as applicable. Figures in the margins indicate full marks.*

**SECTION A: CRITICAL THINKING QUESTIONS (10 X2 = 20 MARKS)**

Answer all questions:

- Q1. State any four objectives of GAAP.
- Q2. "Full disclosure principle of a financial reporting is concern with transparency". Explain.
- Q3. List out any four main objectives of Accounting Standard Board of Nepal.
- Q4. List out four purposes of conceptual framework.
- Q5. Express the element of financial statement.
- Q6. Illustrate the information included on director's report.
- Q7. Show any two differences between auditors' report and directors' report.
- Q8. Point out any four importance of inflation accounting.
- Q9. Disclose the four costs included in human resource accounting.
- Q10. Show any two differentiations between subtractive and applies method of value added statement preparation.

**SECTION B: SHORT ANSWER QUESTIONS (6 X 8 = 48 MARKS)**

Answer any SIX questions:

- Q11. State the steps which are required under the terms of the accounting standard board due process. 8
- Q12. Explain the basis of financial component measurement. Also elaborate the concept of capital, capital maintenance and determination of capital profit. 8+8
- Q13. Explain about annual report. Sketch the factors to consider when preparing annual report. 2+6
- Q14. Define Human Resource Accounting. Explain the objectives and methods of Human Resource Accounting. 2+3+3
- Q15. What are the risks and issues included on internet financial reporting? Explain. 8
- Q16. You are given following adjusted trial balance:

Account title	Trial balance		Adjustments		Adjusted Trial balance	
	Dr. Rs.	Cr. Rs.	Dr. Rs.	Cr. Rs.	Dr. Rs.	Cr. Rs.
Opening stock	22,000	-	-	-	22,000	-
Purchase	90,000	-	-	-	90,000	-
Plant and machinery	300,000	-	-	30,000	270,000	-
Land and building	200,000	-	10,000	-	210,000	-
Tax paid	12,000	-	-	-	12,000	-
Transportation-in	8,000	-	-	-	8,000	-
Direct wages	33,000	-	-	-	33,000	-
Salaries	25,000	-	-	-	25,000	-
account receivable	60,000	-	-	-	60,000	-
Other expenses	15,000	-	-	-	15,000	-
Advertisement suspense	13,000	-	-	-	13,000	-
Cash and bank	90,000	-	-	-	90,000	-
Paid up equity share capital	-	200,000	-	-	-	200,000
10% preference share	-	100,000	-	-	-	100,000
Sales less return	-	250,000	-	-	-	250,000
10% debenture	-	150,000	-	-	-	150,000
Account payable	-	50,000	-	-	-	50,000
Provision for tax	-	18,000	-	-	-	18,000
Sinking fund	-	25,000	-	-	-	25,000
P/L appropriation account	-	75,000	-	-	-	75,000

<b>Adjustments</b>	-	-	-	-	-	-
Appreciation	-	-	-	10,000	-	10,000
Depreciation	-	-	30,000	-	30,000	-
Interest expenses	-	-	15,000	-	15,000	-
Interest payable	-	-	-	15,000	-	15,000
Sinking fund	-	-	10,000	10,000	10,000	10,000
Provision for bad debt	-	-	11,000	11,000	11,000	11,000
Pro. dividend equity share	-	-	10,000	10,000	10,000	10,000
Pro. Dividend for pre. share	-	-	10,000	10,000	10,000	10,000
<b>Total</b>	<b>868,000</b>	<b>868,000</b>	<b>96,000</b>	<b>96,000</b>	<b>934,000</b>	<b>934,000</b>

Required: Income statement and Retained earnings statement as per company act of Nepal

5+3

Q17. Following are the comparative balance sheets as on 31<sup>st</sup> December 2016 and 2017.

Liabilities	2016	2017	Assets	2016	2017
Common stock	100,000	125,000	Fixed Asset	125,000	112,500
P/L account	15,000	25,000	Book debt	20,000	50,000
Note payable	50,000	75,000	Stock	75,000	65,000
8% debenture	90,000	57,500	Cash	35,000	55,000
<b>Total</b>	<b>255,000</b>	<b>282,500</b>	<b>Total</b>	<b>255,000</b>	<b>282,500</b>

Income statement for the year 2017

Particulars	Amount	
	Detail Rs.	Total Rs.
Sales Revenue		200,000
Less:- Cost of goods Sold		
Opening stock	75,000	
Purchase	140,000	
Closing Stock	<u>(65,000)</u>	<u>150,000</u>
<b>Gross Profit</b>		50,000
Less:- Operating expenses		
Salaries and wages	10,000	
Depreciation	12,500	
Interest	5,000	
Tax	<u>12,500</u>	<u>40,000</u>
<b>Net Profit</b>		<u>10,000</u>

Additional Information:

• Tax and Interest paid at the end of the year

• The price index are as follows:

31<sup>st</sup> December 2016 - 80

31<sup>st</sup> December 2017 - 120

At the time of share issue - 50

At the time of asset purchase - 60

Required:

a) General Price Level gain or loss

b) CPP adjusted income statement

c) CPP adjusted balance sheet on 31<sup>st</sup> December 2014

3

3

2

Q18. Following is Trading and Profit and Loss account of Pant Brick Manufacturing, Latikoili, Surkhet

Particulars	Amount Rs.	Particulars	Amount Rs.
To opening stock	60,000	By sales revenue	386,000
To Purchase	288,000	By closing stock	72,000
Less:- Return	<u>12,000</u>		
To freight inward	8,800		
To power	4,000		
To work in progress	30,000		
To labor payment	26,000		
To Gross profit	<u>53,200</u>		
	<u>458,000</u>		<u>458,000</u>

To operating expenses	2,400	By gross profit	53,200
To electricity charge	8,400	By interest	1,800
To repair and depreciation	13,500	By commission	2,000
To salary	15,500		
To net profit	17,200		
	57,000		57,000

Required: Value Added Statement with applies

4+4

### SECTION C: LONG ANSWER QUESTIONS (2 X 16 = 32 MARKS)

Answer any TWO questions:

Q19. Express the concept of qualitative characteristics of useful financial information. Elucidate the fundamental qualitative characteristics of financial information. And also state the components for enhancing qualitative characteristics of financial information.

6+5+5

Q20. Butwal Power Company Submitted the following balance sheet and income statement for the recently audited years

Liabilities	2072	2073	Assets	2072	2073
Paid up capital	200,000	200,000	Premises	5,00,000	5,00,000
P/L account	60,000	80,000	Acc. Dep. 10%	(150,000)	(200,000)
10% debenture	220,000	200,000	Inventory	80,000	120,000
Sundry creditors	100,000	120,000	Sundry debtors	110,000	144,000
			Cash	40,000	36,000
<b>Total</b>	<b>580,000</b>	<b>6,00,000</b>	<b>Total</b>	<b>580,000</b>	<b>6,00,000</b>

Historical Based Income statement for the year ended 2073 B.S.

Particulars	Amount	
	Detail Rs.	Total Rs.
Sales Revenue		1020,000
Less:- Cost of goods Sales		
Opening stock	80,000	
Purchase	640,000	
Closing Stock	(120,000)	<u>6,00,000</u>
<b>Gross Margin</b>		420,000
Less:- cash Operating expenses	240,000	
Interest on loan	30,000	
Depreciation on fixed asset	<u>50,000</u>	<u>320,000</u>
<b>Net income</b>		100,000
Less:- income Tax		50,000
Dividend on financing		<u>30,000</u>
Transfer to P/L a/c		20,000

Additional information

a. The price in respect of properties went up to 150 at the end of year 2073 which was 120 at the end of year 2072 and 100 at that time the properties were acquired.

b. The cost of merchandise increases by 30% during 2073 and 20% in 2072

c. The replacement cost of inventory was :

2072 Rs.87, 500

2073 Rs.13, 500

Required:

Current cost accounting reserve, current cost income statement and current cost balance sheet for the year 2073.

6+5+5

Q21. You are given following financial schedule of Prime Life Insurance Company.

DETAILS OF FIXED ASSETS				SCHEDULE-1	
ORIGINAL COST	DEPRECIATION			NET BOOK VALUE	
Total	Up to last year	This year	Balance	Up to last year	This year
601,679.55	61,951.45	132,950.00	194,901.45	205,581.55	468,729.55
Fixed asset purchase during this year of RS. 396, 098					

DETAILS OF SHARE CAPITAL	SCHEDULE-2
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Description	Last year	This year
A. Authorized capital	10,000,000.00	10,000,000.00
B. Issued capital	10,000,000.00	10,000,000.00
C. Paid up capital	2,600,000.00	3,250,000.00
<b>ACCUMULATED PROFIT /LOSS</b>		<b>SCHEDULE-3</b>
Description	Last year	This year
<b>Total</b>	(459,173.36)	-
<b>CASH AND OTHER BALANCE</b>		<b>SCHEDULE-4</b>
Description	Last year	This year
<b>Total</b>	<b>981,255.59</b>	<b>93,937.43</b>
<b>LOAN AND ADVANCES</b>		<b>SCHEDULE-5</b>
Description	Last year	This year
A. Staff Advances	31,800.00	-
<b>Total</b>	<b>31,800.00</b>	<b>-</b>
<b>DEPOSIT</b>		<b>SCHEDULE-6</b>
Description	Last year	This year
Other deposits	859,000.00	859,000.00
<b>Total</b>	<b>859,000.00</b>	<b>859,000.00</b>
<b>PRE-OPERATING EXPENSES</b>		<b>SCHEDULE-7</b>
Description	Last year	This year
Pre-operating expenses	200,000.00	277,038.00
<b>Total</b>	<b>200,000.00</b>	<b>277,038.00</b>
<b>TRADE AND OTHER LIABILITIES</b>		<b>SCHEDULE-8</b>
Description	Last year	This year
<b>Total</b>	<b>136,810.50</b>	<b>381,124.00</b>
<b>SALES REVENUE</b>		<b>SCHEDULE-9</b>
Description	Last year	This year
<b>Total</b>	<b>207,461.59</b>	<b>564,193.84</b>
<b>COST OF SALES</b>		<b>SCHEDULE-10</b>
Description	Last year	This year
<b>Total</b>	<b>380,715.00</b>	<b>787,063.00</b>
<b>ADMINISTRATIVE EXPENSES</b>		<b>SCHEDULE-11</b>
Description	Last year	This year
<b>Total</b>	<b>223,968.50</b>	<b>1,117,426.50</b>

Required: Trial balance, income statement, balance sheet and cash flow statement as per company act for current year only

3+5+3+5



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FACULTY OF MANAGEMENT  
FINAL EXAMINATION: 2074  
MASTER OF BUSINESS STUDIES (MBS)  
SEMESTER - IV

Subject: Training and Human Resource Development  
Full Marks: 100

Course Code: HRM 545  
Time: 4:00 Hours

*You are required to answer in your own words as far as applicable. Figures in the margins indicate full marks.*

**SECTION A: CRITICAL THINKING QUESTIONS (10 X 2 = 20 MARKS)**

*Answer all questions:*

- Q1. Define the term training.
- Q2. Enlist the features of human resource development.
- Q3. Point out any four main requisites for effective training.
- Q4. Illustrate any four purpose of training need assessment.
- Q5. "Socialization is training". Explain.
- Q6. What is multiple management program training method?
- Q7. Enlist the six areas of coaching method of training.
- Q8. "Counseling is a psychological treatment ". Explain.
- Q9. Show four key limitations of audio video aids used in training.
- Q10. What is DMADV process?

**SECTION B: SHORT ANSWER QUESTIONS (6 X 8 = 48 MARKS)**

*Answer any SIX questions:*

- Q11. Clarify the meaning of Human Resource Development. Explain about rationale of management development in Nepalese organizations. 2+6
- Q12. Explain the training and development process. 8
- Q13. "Training program designing is a base pillar of training program". Highlight this statement in the context of objectives and determinants of design training program. 4+4
- Q14. Explain the skills and styles for a good trainer. 8
- Q15. What are training aids? State the advantages of audio visual aids during training period. 2+6
- Q16. Explain the principle of learning in relation to training and development program. 8
- Q17. Explain the reasons and problems for evaluating training and development program. 4+4
- Q18. Define Electronic Enable Training System. Explain its benefit and challenges. 2+6

**SECTION C: LONG ANSWER QUESTIONS (2 X 16 = 32 MARKS)**

*Answer any TWO questions:*

- Q19. Differentiate between training and development. Explain the strategy for linking training and development to company's strategy. Show the training and development as a scientific system approach. 5+6+5
- Q20. Define training curriculum. What are the elements should be included in training curriculum. Explain the needs and methods for training need assessment. 3+4+4+5
- Q21. Explain the on the job and off the job training and development methods. 8+8



MID-WESTERN UNIVERSITY  
FACULTY OF MANAGEMENT  
FINAL EXAMINATION: 2074  
MASTER OF BUSINESS STUDIES (MBS)  
SEMESTER - IV

Subject: Compensation and Performance Management  
Full Marks: 100

Course Code: HRM 546  
Time: 4:00 Hours

*You are required to answer in your own words as far as applicable. Figures in the margins indicate full marks.*

**SECTION A: CRITICAL THINKING QUESTIONS (10 X2 = 20 MARKS)**

*Answer all questions:*

- Q1. What is compensation?
- Q2. Define age- based discrimination.
- Q3. What do you mean by non- monetary rewards?
- Q4. What is a fringe benefit?
- Q5. What is bonded labour?
- Q6. Define job analysis.
- Q7. What is job description?
- Q8. Define cafeteria style compensation.
- Q9. List out any four non- financial compensation.
- Q10. What is financial compensation?

**SECTION B: SHORT ANSWER QUESTIONS (6 X 8 = 48 MARKS)**

*Answer any SIX questions:*

- |   |     |
|---|-----|
| Q11. What do you mean by compensation strategy? List out its importance.          | 4+4 |
| Q12. Describe the components of compensation.                                     | 8   |
| Q13. Differentiate between monetary and non- monetary rewards.                    | 8   |
| Q14. What is job specification? How can an organization use job specification?    | 3+5 |
| Q15. Define job evaluation. What is the process of job evaluation?                | 3+5 |
| Q16. List out the main types of fringe benefits. Describe any four such benefits. | 2+6 |
| Q17. Describe the process of job analysis.  | 8   |
| Q18. What is executive compensation? Discuss its types.                           | 2+6 |

**SECTION C: LONG ANSWER QUESTIONS (2 X 16 = 32 MARKS)**

*Answer any TWO questions:*

- |   |      |
|---|------|
| Q19. What types of discrimination are in labour market? Describe such discrimination. | 16   |
| Q20. What do you mean by domestic servitude? Describe wages theories in detail.       | 4+12 |
| Q21. What is job classification? Describe the method of job evaluation.               | 4+12 |



MID-WESTERN UNIVERSITY  
FACULTY OF MANAGEMENT  
FINAL EXAMINATION: 2074  
MASTER OF BUSINESS STUDIES (MBS)  
SEMESTER - IV

Subject: Industrial Relations and Labor Laws

Course Code: HRM 547

Full Marks: 100

Time: 4:00 Hours

*You are required to answer in your own words as far as applicable. Figures in the margins indicate full marks.*

**SECTION A: CRITICAL THINKING QUESTIONS (10 X 2 = 20 MARKS)**

*Answer all questions:*

- Q1. State the meaning of industrial relations.
- Q2. List out any two types of trade union.
- Q3. Mention any four objectives of ILO.
- Q4. Give any two major provisions of bonus act.
- Q5. Write any four pre-requisites for effective worker participation.
- Q6. Give the meaning of negotiation.
- Q7. Make a list of structure of trade union.
- Q8. Write any two causes for failure of collective bargaining.
- Q9. What do you understand by conciliation?
- Q10. Enlist the scope of industrial relations.

**SECTION B: SHORT ANSWER QUESTIONS (6 X 8 = 48 MARKS)**

*Answer any SIX questions:*

- Q11. Give the concept of trade union. Briefly explain the functions of trade union. 2+6
- Q12. What are the essential conditions for success of collective bargaining? Explain. 8
- Q13. What is workers participation? Explain different level of workers participation in management. 2+6
- Q14. Explain in detail about factors affecting industrial relations in changing environment. 8
- Q15. Examine the important provisions relating to "Child Labor Act". 8
- Q16. Discuss in detail, the advantages of worker participation in modern organization. 8
- Q17. Write short notes on psychological approach and human relation approach to the study of industrial relation. 4+4
- Q18. What do you mean by collective bargaining? What steps are to be followed in the collective bargaining? Explain. 2+6

**SECTION C: LONG ANSWER QUESTIONS (2 X 16 = 32 MARKS)**

*Answer any TWO questions:*

- Q19. What are the important provisions of Labour Act 2048? Explain. 16
- Q20. Give the meaning of international labor organization and explain the role and contribution of international labor organization. 4+6+6
- Q21. Industrial disputes are common phenomenon in developing countries. In the perspective of the given statement, give the meaning and discuss major causes of industrial disputes. 4+12



MID-WESTERN UNIVERSITY  
FACULTY OF MANAGEMENT  
FINAL EXAMINATION: 2074  
MASTER OF BUSINESS STUDIES (MBS)  
SEMESTER - IV

Subject: Project Management  
Full Marks: 100

Course Code: MGMT 541  
Time: 4:00 Hours

*You are required to answer in your own words as far as applicable. Figures in the margins indicate full marks.*

**SECTION A: CRITICAL THINKING QUESTIONS (10 X2 = 20 MARKS)**

*Answer all questions:*

- Q1. Define project management.
- Q2. Enlist the major responsibilities of a project manager.
- Q3. List out any four features of a multilateral project.
- Q4. Write the meaning of work break down structure.
- Q5. What are the various phases of project life cycle?
- Q6. What do you mean by project management information system?
- Q7. Write any four effective time management techniques.
- Q8. Write the meaning of project monitoring.
- Q9. List out any four relevant causes of conflict in a project.
- Q10. What are the verities of project termination?

**SECTION B: SHORT ANSWER QUESTIONS (6 X 8 = 48 MARKS)**

*Answer any SIX questions:*

- Q11. What are the major skills requirements for a project manager in the context of globalization? Explain. 8
- Q12. Distinguish between labor intensive and capital-intensive projects with suitable example. 8
- Q13. What do you mean by project planning? Discuss the various sequential stages of project planning. 3+5
- Q14. Why is project team building essential for attaining the project goal? What are the barriers to a project team development? 3+5
- Q15. What is conflict? Explain the methods of conflict resolution in a project. 3+5
- Q16. What are the steps in project control? Explain. 8
- Q17. Define project audit. Explain the project audit life cycle. 3+5
- Q18. Write short notes (On any two): 4+4
  - a) Indigenous Project
  - b) Critical Path Method
  - c) Project Proposal

**SECTION C: LONG ANSWER QUESTIONS (2 X 16 = 32 MARKS)**

*Answer any TWO questions:*

- Q19. Define project and explain its characteristics. What are the benefits of project management? Discuss. 8+8
- Q20. Define matrix organization. Discuss the advantages and limitations of it in relation to project management. 4+12
- Q21. How do you view project status in developing countries? Discuss the practical difficulties in project implementation in Nepal. 4+12

