

MS-301/HR-2302

Human Resource Planning

Master of Business Administration/
P.G. Diploma in Human Resource Management
(MBA-10/12/13/16/17/PGDHRM-10/16/17)

Third/First Semester Examination, 2019 (June)

Time : 3 Hours]

Max. Marks : 80

Note : This paper is of Eighty (80) marks divided into three (03) sections A, B and C. Attempt the questions contained in these sections according to the detailed instructions given therein.

SECTION-A

(Long Answer Type Questions)

Note : Section 'A' contains four (04) long answer type questions of Nineteen (19) marks each. Learners are required to answer any two (02) questions only.
(2×19=38)

- 1.** Human resource planning needs a systematic approach that ensures an organization has the right type and number of people. Explain identify and explain the steps involved in the process of human resource planning.

2. Most organizations in developing countries face a number of problems in relation to manpower planning. Explain as an expert how you can overcome these problems.
3. Describe the pre-requisites of an effective career planning and development programme. What are the benefits of career planning and development to employees and the organization? Explain.
4. How is monetary value assigned to different dimensions of human resources costs, investments, and worth of the employees? Explain cost and economic value approaches of measurement.

SECTION-B

(Short Answer Type Questions)

Note : Section 'B' contains eight (08) short answer type questions of eight (08) marks each. Learners are required to answer any four (04) questions only. (4×8=32)

Briefly discuss any four (04) of the following :

1. Various Steps in Strategic Human Resource Planning.
2. Limitations and Ethical Aspects of Performance Appraisal.
3. Relationship between Organizational Planning and Human Resource Planning.

4. Various Principal Psychological Tests used for Selection of Personnel.
5. Importance of Training of Personnel towards the Development of an Organization.
6. Quantitative and Non-quantitative Techniques of Job Evaluation.
7. Role of Human Resource Planning Professionals in Effectively Implementing Various Human Resource Programmes to Address Anticipated Problems.
8. Various Steps Involved in Performance Evaluation Process.

SECTION-C
(Objective Type Questions)

Note : Section 'C' contains ten (10) objective type questions of one (01) mark each. All the questions of this section are compulsory. (10×1=10)

Fill in the blanks with appropriate words or phrases;

1. Human Resource planning is the process of
2. gives details about the name of the job, qualifications, qualities required and work conditions etc.

3. Specific standardized questions are used primarily in types of interviews.
4. Process of identifying, ' assessing and developing leadership is called
5. training programs frequently uses simulation to train empolyees.

Which of the following statement is True/False ?

6. Controlling is an example of operative function of HR managers.
7. Human resource plans of any organization does not include compensation plans.
8. The term procurement stands for recruitment and selection.
9. Recruitment is widely viewed as a positive as well as negative process.
10. System which is designed to provide useful information while making decisions regarding human resource of an organization is classified as human resource information system.