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**Mid Semester Examination**

*Name of the Program:* Management

*Semester:* IV

*Name of the Course:* MBA

*Course Code:* MB403H3

*Paper Name:* Manpower Planning & Recruitment

**Time: 1:30 Hours**

**MM: 50**

**Note:**

- (i) This question paper contains two sections.
- (ii) Both sections are compulsory.

**Section – A**

**Q1. State True \ False for the following statements:**

**(1 X 10 = 10 Marks)**

- a. Companies often cut human resource management costs without considering the impact of their mover on profits.
- b. In smaller companies, line managers assume a larger role in effective human resource management practices.
- c. Productivity improvement programs are designed to tie job behaviors to rewards.
- d. Critical incidents are specific activities that distinguish effective from ineffective job performance.
- e. HR planning is the thread that ties together all other human resource activities and integrates these with the rest of the organization.
- f. In organizations where supervisors play favorites, the employees are more likely to initiate human resource management-related lawsuits.
- g. Advising and assisting line managers on human resource management matter is often considered the most important role played by HR professionals.
- h. In trend analysis, the future demand for human resources is projected on the basis of past business trends regarding a business factor.
- i. Employees who are committed to their organization tend to be very loyal toward it.
- j. Because the future is difficult to predict, strategic plan calls for restructuring, the usual HRM response is downsizing.

**Section – B**

**Note:**

- (i) Answer **all the questions** by choosing **any one of the sub questions**.
- (ii) Each question contains three parts a, b & c. Attempt any one part of choice a & b from each question and part c is compulsory of each question.

Q.2	(10 Marks)	CO 1
a)	Define HRP. What factors can affect HRP?	
	OR	
b)	How can the HR department of any organization boost workplace creativity? Illustrate with the help of examples.	

c)	<p><b>Case let/Numerical (Compulsory)</b> <b>(10 Marks)</b></p> <p>The client, a globally recognized transport organization with 29,000 employees, wanted to transform their talent-management process from a decentralized, manual system based on word documents and spreadsheets to a centralized, simple, and user-friendly cloud-based system</p> <p>The client faced several challenges, such as: A) No record of performance management by managers. Only a rating was given with limited employee engagement in talent, career conversations, or planning. B) There were five generations of employee demographic and unionized workforce with support. C) Additional complexity and communication issues existed due to the ongoing global uncertainty surrounding Covid-19. D) Failed attempt to implement Success Factors previously with a different partner added to the pressure.</p> <p>It was recognized that SAP Success Factors was critical to achieve the cultural shift needed to embed the new talent strategy. This includes an increase in transparency of skills in the organization, internal mobility, and self-help tools for career planning and user-friendly and efficient management of information. While the technology provided the opportunity for the cultural shift, ensuring the employees used the processes and found them easy to operate was the key to success.</p> <p><b>Q.1</b> Discuss the challenges faced by the clients of the organization. <b>Q.2</b> What actually the company is trying to do in the case.</p>	
<b>Q.3</b>	<b>(10 Marks)</b>	<b>CO 2</b>
a)	Explain the different HR forecasting techniques with relevant examples.	
	<b>OR</b>	
b)	Write a short note on: <ul style="list-style-type: none"> <li>1. Succession Planning</li> <li>2. Demand Forecasting</li> </ul>	
c)	<p><b>Case let/Numerical (Compulsory)</b> <b>(10 Marks)</b></p> <p>One of the most notable statements of <u>Eric Schmidt</u>, the CEO of Google Inc. is that "Google invests in people." The main reason why people from different cultures, have been dreaming of being recruited and hired by Google is that the company offers possibly the most outstanding job compensation packages any normal employee could</p>	

ever enjoy. In order to attract the best employees, Google draws them by the promise of wealth and luxury, providing their employees with almost everything an employee could possibly need, from absurdly high compensations to extravagant and luxurious benefits like gourmet food, carwash, gym, snacks, exercise classes, dry cleaning services, car services, haircuts, oil changes, massages, checkups and many more, all for free. Nevertheless, the recruitment process was also far beyond ordinary. Several people who have had experience in the Google recruitment process narrates that the experience was totally nerve-wracking. One applicant who underwent interviews for Google has had five to seven interviews in one day for two to three straight days. That applicant claims that the interviews were really tough with some of the brightest people in the world, conducting the interviews filled with brain teasers, algorithmic problems, and IQ tests.

**Q.1** Critically analyze the recruitment process of Google mentioned in the case.

**Q.2** Narrate the case with a suitable title for the case. Justify your title.