

H

Roll No.

MBA-404(H3)

M. B. A. (FOURTH SEMESTER)

END SEMESTER

EXAMINATION, May, 2023

**MANPOWER PLANNING, RECRUITMENT
AND SELECTION**

Time : Three Hours

Maximum Marks : 100

- Note :** (i) This Question paper contains two sections—Section A and Section B.
- (ii) Both sections are compulsory.
- (iii) Answer any *two* sub questions among (a), (b) and (c) in each main question of Section A. Each question carries 10 marks each.
- (iv) Section B consisting of case study is compulsory. Section B is of 20 marks.

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Section—A

1. (a) Define Human Resource Planning ? Also explain the factors affecting HRP in the organization. (CO1)
(b) Differentiate between Recruitment and Selection. (CO1)
(c) Explain the different emerging issues and trends in HRP. (CO1)
2. (a) Apply the importance of HRP taking into consideration the present scenario. (CO2)
(b) Illustrate the different activities required for HRP. (CO2)
(c) Interpret the factors affecting HR forecasting. (CO2)
3. (a) Analyze and compare the different HR forecasting techniques. (CO3)
(b) Analyse the concept of HR Surplus and shortages and how to overcome surplus and shortages in the organization ? (CO3)
(c) Appraise the concept of succession planning in detail. (CO3)

(3)

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4. (a) Evaluate the concept of Human Resource Information system. Also explain its objectives in detail. (CO4)
(b) Summarize the concept of Induction and why is Induction and employee socialization an integral part of the organization. (CO4)
(c) Evaluate the concept of E-recruitment, e-selection and its importance considering the present changes in HRM. (CO4)

Section—B

5. **Case Study :** (20 Marks) (CO5)
Jennifer, the owner and manager of a company with ten employees, has hired you to take over the HRM function so she can focus on other areas of her business. During your first two weeks, you find out that the company has been greatly affected by the up economy and is expected to experience overall revenue growth by 10 percent over the next three years, with some quarters seeing growth as high as 30 percent. However, five of the ten workers are expected to retire within three years. These

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workers have been with the organization since the beginning and provide a unique historical perspective of the company. The other five workers are of diverse ages.

In addition to these changes, Jennifer believes they may be able to save costs by allowing employees to telecommute one to two days per week. She has some concerns about productivity if she allows employees to work from home. Despite these concerns, Jennifer has even considered closing down the physical office and making her company a virtual organization, but she wonders how such a major change will affect the ability to communicate and worker motivation.

Jennifer shares with you her thoughts about the costs of health care on the organization. She has considered cutting benefits entirely and having her employees work for her on a contract basis, instead of being full-time employees. She isn't sure if this would be a good choice.

(5)

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Jennifer schedules a meeting with you to discuss some of her thoughts. To prepare for the meeting, you perform research so you can impress your new boss with recommendations on the challenges presented.

- (i) Point out which changes are occurring in the business that affect HRM. 5
- (ii) What are some considerations the company and HR should be aware of when making changes related to this case study ? 5
- (iii) What would the initial steps be to start planning for these changes ? 5
- (iv) What would your role be in implementing these changes ? What would Jennifer's role be ? 5

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