

(i) Printed Pages : 2

Roll No.

(ii) Questions : 9

Sub. Code :

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Exam. Code :

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Bachelor of Business Administration 6th Semester

(2053)

**HUMAN RESOURCE PLANNING AND PERFORMANCE
MANAGEMENT**

Paper : BBA-329

Time Allowed : Three Hours]

[Maximum Marks : 80

Note :— (1) Attempt any **four** questions from Section–A. Each question carries **5** marks.

(2) Attempt any **two** questions each from Sections–B and C. Each question carries **15** marks.

SECTION—A

I. Write short notes on any four :

- (i) Explain features of HRP.
- (ii) Explain various objectives of Career Planning.
- (iii) Define Job Analysis.
- (iv) Why are career anchors important in career development ?
- (v) Differentiate between Performance Management and Performance Appraisal.
- (vi) Define Potential Appraisal.

4×5=20

SECTION—B

- II. What is Human Resource Planning ? Explain various factors affecting HRP.
- III. What is the role of HR Succession Planning ? What happens in the absence of HRSP ?
- IV. What are the parameters that one needs to keep in mind while designing a career development program ?
- V. Discuss various techniques of demand and supply forecasting in the Human Resource Planning Process. Also explain the sources of information to facilitate the Human Resource Planning Process.

2×15=30

SECTION—C

- VI. Which are the various performance appraisal methods ? Explain the advantages and disadvantages of each one of them.
- VII. Explain the aim, objective and benefits of Performance Management
- VIII. What is Competency Mapping ? Explain the various steps involved in Competency Mapping.
- IX. Explain various ethical issues in and dilemma in Performance Management.

2×15=30