

- Q.16 List three factors that can affect the demand for human resources in an organization.
- Q.17 Explain the difference between forecasting HR demand and forecasting HR supply.
- Q.18 What are the main purposes of induction, and orientation processes in an organization?
- Q.19 Define career planning and outline its importance in organizational development.
- Q.20 Briefly explain the concept of succession planning and its significance for organizational sustainability.
- Q.21 Identify elements of Human Resource Information System (HRIS) and explain their importance.
- Q.22 Describe the stages in the development of HRIS and its relevance in managing human resources effectively.

SECTION-D

Note: Long answer type questions. Attempt any two questions out of three questions. (2x8=16)

- Q.23 Discuss various factors that can influence Human Resource (HRP) strategies in an organization. Explain how economic, technological, and socio-cultural factors impact HRP implementation.
- Q.24 Explain the process of forecasting HR supply in detail. Outline the techniques commonly used for forecasting HR inventory.
- Q.25 What do you understand by career planning? Highlighting the objectives and process of career planning.

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Subject : Human Resource Planning

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SECTION-A

Note: Multiple choice questions. All questions are compulsory (6x1=6)

- Q.1 What is the primary objective of human resource planning?
a) Maximizing employee satisfaction
b) Minimizing HR costs
c) Aligning HR strategies with organizational goals
d) Streamlining administrative procedures
- Q.2 Which of the following is NOT a factor affecting human resource planning strategies?
a) Technological advancements
b) Economic conditions
c) Cultural diversity
d) Social media popularity

- Q.3 Forecasting HR demand involves:
- Estimating current employee turnover
 - Projecting future organizational needs for personnel
 - Analysing historical data on employee procedures
 - Reviewing current HR policies and procedures
- Q.4 What is the purpose of induction processes?
- To terminate underperforming employees
 - To ensure compliance with labour laws
 - To integrate new employees into the organization
 - To reduce employee turnover rates
- Q.5 Succession planning primarily focuses on:
- Identifying potential candidates for promotion
 - Reducing the number of employees in the organization
 - Implementing new HR policies and procedures
 - Enhancing employee job satisfaction
- Q.6 Which of the following is a key stage in the development of a Human Resource Information System (HRIS)?
- Conducting employee performance appraisals
 - Implementing employee training programs
 - Assessing HR cost elements
 - Designing data storage and retrieval mechanisms

SECTION-B

- Note:** Objective/ Completion type questions. All questions are compulsory. (6x1=6)
- Q.7 Internal mobility refers to the movement of employees within different departments or roles within the same organization.(True/False)
- Q.8 HR audit assesses the efficiency and effectiveness of the HR department's processes and procedures. (True/False)
- Q.9 Career planning aims to ensure that employees remain in the same role throughout their tenure in the organization. (True/False)
- Q.10 Human Resource Information system (HRIS) is primarily concerned with managing employee data and information. (True/False)
- Q.11 Succession planning involves identifying and developing employees who have the potential to fill key leadership positions in the future. (True/False)
- Q.12 The primary objective of HR policies and procedures is to create bureaucracy within the organization.(True/False)

SECTION-C

- Note:** Short answer type questions. Attempt any eight questions out of ten questions. (8x4=32)
- Q.13 Define Human Resource Planning (HRP) and explain its primary objective.
- Q.14 What are the key components of HR policies?
- Q.15 Describe two strategies commonly used in Human Resource planning (HRP)