

- Q.19 Explain the concept of career planning and why it is important for both employees and organizations.
- Q.20 Define succession planning and briefly outline its benefits for organizational continuity.
- Q.21 Name two elements of a Human Resource Information System (HRIS) and describe their functions.
- Q.22 What are the stages involved in the development of a Human Resource Information System (HRIS)? Provide a brief overview of each stage.

#### **SECTION-D**

- Note:** Long answer type questions. Attempt any two questions out of three questions. (2x8=16)
- Q.23 Discuss the role of Human Resource Planning (HRP) in strategic organizational management. Explain the principles of developing effective HRP.
- Q.24 Evaluate the impact of technological advancements on Human Resource Planning (HRP) practices. Assess the potential benefits and challenges of integrating technology into HRP initiatives.
- Q.25 Analyse the importance of career development programs in enhancing employee engagement and retention. Explore how organizations can create a culture that promotes continuous learning and career advancement opportunities.

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**4th Sem./Branch : DBM, (HRM)**

**Subject : Human Resource Planning**

Time : 3 Hrs.

M.M. : 60

#### **SECTION-A**

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

- Q.1 Which of the following is NOT a factor affecting the demand of human resources?
- Technological advancements
  - Organizational culture
  - Government regulations
  - Employee benefits
- Q.2 What is the significance of internal mobility within an organization?
- It helps reduce recruitment costs.
  - It ensures compliance with labour laws.
  - It improves employee performance.
  - It minimizes employee turnover.
- Q.3 What does HR audit primarily aim to assess?
- Employee job satisfaction
  - Organizational culture
  - HR department efficiency and effectiveness
  - Market competitiveness of salaries

- Q.4 What is a key element of Human Resource Information System (HRIS)?
- Employee motivation techniques
  - Payroll processing
  - Employee grievance handling
  - Workplace safety protocols
- Q.5 What is the purpose of career planning within an organization?
- To eliminate employee turnover
  - To ensure equal distribution of workload
  - To facilitate employee development and growth
  - To increase HR department's budget
- Q.6 Which stage of succession planning involves identifying critical roles within the organization?
- Succession analysis
  - Talent review
  - Development planning
  - Monitoring and evaluating

### SECTION-B

- Note:** Objective/ Completion type questions. All questions are compulsory. (6x1=6)
- Q.7 Human resource planning primarily focuses on short-term staffing needs. True/False
- Q.8 HR policies play a negligible role in human resource planning. True/False
- Q.9 Forecasting HR demand involves predicting future organizational needs for personnel. True/False

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- Q.10 Orientation process is primarily concerned with integrating new employees into the organization. True/False
- Q.11 Succession planning aims to identify potential candidates for key positions within the organization. True/False
- Q.12 Human Resource Information System (HRIS) primarily focuses on managing employee motivation techniques. True/False

### SECTION-C

- Note:** Short answer type questions. Attempt any eight questions out of ten questions. (8x4=32)
- Q.13 What is the primary objective of Human Resource Planning (HRP)? Explain.
- Q.14 Briefly explain the significance of HR procedures in an organization.
- Q.15 Name two common HRP strategies and provide a brief description of each.
- Q.16 List three factors that can affect the demand for human resources in an organization.
- Q.17 Define HR demand forecasting and HR supply forecasting.
- Q.18 What are the main purposes of the placement process in an organization?

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