

- Q.23 Explain the importance of Human Resource Planning.
 Q.24 Narrate the barriers to implementing Human Resource Planning.
 Q.25 Briefly describe the process of organizational growth and expansion.
 Q.26 What is a retention plan, and why is it important for organizations?
 Q.27 List the forecasting techniques used in Human Resource Planning.
 Q.28 Define Job Evaluation and explain its significance.
 Q.29 Narrate the techniques commonly used for Job Evaluation.
 Q.30 What is Human Resource Information System (HRIS) explain.
 Q.31 Explain the concept of HR research and why it is important for organizations.
 Q.32 What are Human Resource Records, and why are they maintained by organizations?
 Q.33 List the essential components of Human Resource Records.
 Q.34 Describe the objectives of maintaining Human Resource Reports.
 Q.35 What is Job specification?

Section-D

- Note:** Long answer questions. Attempt any two question out of three Questions. (2x10=20)
- Q.36 Discuss the importance of Human Resource Planning in organizational success. Provide examples to support your answer.
 Q.37 Compare and contrast two forecasting techniques used in Human Resource Planning. Highlight their advantages and disadvantages.
 Q.38 Describe the role of Human Resource Information System (HRIS) in modern organizations. How does it contribute to enhancing organizational performance?

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**Sem. 4 Branch : DBM, DM(IPM)
Subject : Human Resource Planning**

Time : 3 Hrs. M.M. : 100

SECTION-A

Note: Multiple type Questions. All Questions are compulsory. (10x1=10)

- Q.1 What is the primary purpose of Human Resource Planning?
 a) Maximizing employee satisfaction
 b) Minimizing organizational costs
 c) Aligning workforce capabilities with strategic objectives
 d) Adhering to legal regulations
 Q.2 What is a common barrier in implementing Human Resource Planning?
 a) Resistance to change
 b) Insufficient employee quantity
 c) Lack of technology
 d) Excessive financial investment
 Q.3 What is a key consideration during organizational growth and expansion?
 a) Decreasing employee engagement
 b) Implementing layoffs
 c) Reducing training opportunities
 d) Aligning human resources with business objectives
 Q.4 Which of the following is a component of a Retention Plan?
 a) Implementing employee recognition programs

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- Q.5 b) Providing limited growth opportunities
 c) Offering lower salaries
 d) Increasing work hours
 Which forecasting technique relies on subjective judgments from management?
 a) Ratio Trend Analysis
 b) Regression Analysis
 c) Management Judgment
 d) Work Study Techniques
- Q.6 What forecasting technique involves analysis historical data to predict future trends?
 a) Management Judgment
 b) Ratio Trend Analysis
 c) Regression Analysis
 d) Work Study Techniques
- Q.7 What is the primary purpose of Job Evaluation?
 a) Determining employee performance
 b) Providing employee feedback
 c) Setting salary levels
 d) Assessing job worth
- Q.8 Which technique of Job Evaluation involves comparing jobs based on factors like skill, effort, and responsibility?
 a) Ranking Method
 b) Factor Comparison Method
 c) Point Method
 d) Job Classification Method
- Q.9 How does Human Resource Information System (HRIS) support organizations?
 a) By increasing paperwork
 b) By automating administrative tasks
 c) By limiting access to employee data
 d) By decreasing employee engagement
- Q.10 What is a primary objective of maintaining Human Resource Records and Reports?
 a) Ensuring employee privacy
 b) Tracking employee performance
 c) Minimizing administrative workload
 d) Reducing organizational cost

Section-B

Note: Objective type questions. All questions are compulsory. **(10x1=10)**

- Q.11 Human resource Planning Primarily focuses on short-term workforce needs. True/False
- Q.12 Resistance to change is a common barrier in implementing Human Resource Planning. True/False
- Q.13 Organizational growth necessitates adjustments in human resource planning. True/False
- Q.14 Retention plans primarily focus on attracting new talent to the organization. True/False
- Q.15 Ratio trend analysis is a quantitative forecasting technique. True/False
- Q.16 Job evaluation determines the salary for individual employees. True/False
- Q.17 Human Resource Information System (HRIS) automates only basic administrative tasks. True/False
- Q.18 Human Resource Records primarily include customer feedback. True/False
- Q.19 Human Resource Reports are essential for strategic decision-making. True/False
- Q.20 Human Resource Records and Reports should be kept indefinitely without any periodic review. True/False

Section-C

Note: Short answer type Question. Attempt any twelve questions out of fifteen Questions. **(12x5=60)**

- Q.21 Write a detailed note on Human Resource Planning.
- Q.22 What are the main objectives of Human Resource Planning?