

- 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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SECTION-A

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

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

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- b) Providing limited growth opportunities
 - c) Offering lower salaries
 - d) Increasing work hours
- Q.5 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?