

- Q.23 Briefly discuss the objectives of HR Research.
- Q.24 Write a note on organizational growth and expansion.
- Q.25 What is a retention plan? Discuss its concept.
- Q.26 Briefly explain the procedure of keeping records and reports of Human resource.
- Q.27 What are forecasting techniques in HRP? Explain any two.
- Q.28 Discuss in brief types of HR records and reports.
- Q.29 Why is it important to maintain HR records and reports.
- Q.30 What is Regression analysis.
- Q.31 Briefly explain the term Human Resource Inventory.
- Q.32 What are the common methods used for job evaluation.
- Q.33 Discuss the various tools used in HR research.
- Q.34 How does an HRIS differ from traditional paper-based HR record-keeping systems?
- Q.35 Briefly discuss the step involved in HRP process.

#### SECTION-D

- Note:** Long answer type questions. Attempt any two questions out of three questions. (2x10=20)
- Q.36 State the importance of HRP? Explain the process of Human Resource Planning.
- Q.37 Make a detailed note on Forecasting Techniques used in HRP.
- Q.38 Write a short notes on :
- key components or modules typically found in an HRIS?
  - Techniques of job evaluation

No. of Printed Pages : 4

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186744-I/126744-I

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#### 4th Sem / DBM, DBM (IPM)

#### Subject:- Human Resource Planning

Time : 3Hrs.

M.M. : 100

#### SECTION-A

**Note:** Multiple choice questions. All questions are compulsory (10x1=10)

- Q.1 The ranking method of job evaluation involves:
- Assigning monetary values to job factors.
  - Comparing jobs to a standard job description.
  - Listing jobs in order of their value to the organization.
  - Conducting interviews with job applicants
- Q.2 Which of the following is not a valid purpose for conducting job evaluation?
- To control employee performance
  - To control wage costs
  - To create an equitable pay structure
  - To create perceptions of equitable pay among those covered by the system
- Q.3 Which barrier is associated with the unpredictable nature of the business environment?
- Inadequate budget allocation
  - Resistance to change
  - Rapid changes in the business environment
  - Lack of legal compliance
- Q.4 What is the primary purpose of maintaining human resources records?

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186744-I/126744-I  
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186744-I/126744-I  
/106753/031351H

- a) To track employee's social media activity
  - b) To monitor employee's personal lives
  - c) To ensure compliance with legal requirements
  - d) To assess employees's productivity
- Q.5 Job Description includes information regarding supervision\_\_\_\_\_
- a) Given                                      b) Received
  - c) Both A & B                              d) Neither A nor B
- Q.6 Which is not a feature of HRM?
- a) Inherent part of management
  - b) Pervasive
  - c) People centred
  - d) One shot function
- Q.7 Resistance from employees is \_\_\_\_\_ to HRP
- a) Objective                                      b) Advantage
  - c) Scope    d) Disadvantage
- Q.8 Job evaluation is an important tool in the field of \_\_\_\_\_ management. (Human Resource / Personnel Management).
- Q.9 Which HR record is crucial for documenting an employee's work history, including job titles, responsibilities, and performance?
- a) Benefit enrollment records
  - b) Employee orientation records
  - c) Personnel files
  - d) Training certificates
- Q.10 The type of reward that attract job applicants who desire predictable income are referred to as :
- a) Job status-based rewards
  - b) Task performance-based rewards
  - c) Skill-based pay
  - d) Membership/Seniority-based rewards

(2) 186744-I/126744-I  
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## SECTION-B

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

- Q.11 The purpose of job evaluation is to establish \_\_\_\_\_ pay equity within the organization.
- Q.12 Human Resource Planning facilitates international expansion strategies.
- a) True    b) False
- Q.13 HRP is the part of HRM
- a) True    b) False
- Q.14 State the first step of HRP Process.
- Q.15 Define Job evaluation.
- Q.16 Give the full form of HRIS.
- Q.17 Which of the following events can be forecasted with the help of HRP?
- a) Attrition rate                                      b) Deciding goals
- Q.18 Who deals in filling the vacant posts?
- a) HR    b) CEO
- Q.19 One of the critical purposes of HR records is to maintain a historical record of \_\_\_\_\_ decisions and actions taken within the organization.
- Q.20 One of the following term not associated with job analysis is
- a) Task    b) Duty
  - c) Position    d) Competitor

## SECTION-C

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

- Q.21 What are the potential barriers in implementing HRP?
- Q.22 How does job evaluation help in determining fair compensation?

(3) 186744-I/126744-I  
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