Q.24 Outline the requisites for successful HRP.

Q.25 What are the uses of human resource information system (HRIS)?

Q.26 Briefly discuss the methods of HR Research.

Q.27 With organizational growth what role does HRP play?

Q.28 Why is job evaluation important in organizations?

Q.29 Explain various factors affecting human resource planning.

Q.30 Define Forecasting Techniques. Explain any two forecasting techniques used in HRP.

Q.31 Define HRP. Outline the objectives of human resource planning.

Q.32 What is HRIS, and what is its primary purpose within an organization?

Q.33 Why is job evaluation important in organizations?

Q.34 Write a note on Management Judgement techniques of forecasting.

Q.35 Briefly explain the procedure of keeping records and reports of Human resource.

SECTION-D

Note: Long answer questions. Attempt any two questions out of three Questions. **(2x10=20)**

Q.36 Explain the objectives of keeping HR records and reports. Also discuss it's procedure.

Q.37 Describe the concept of HRP. Explain the process of HRP in detail.

Q.38 Write short notes on :
a) Organizational Areas where HRIS can be implemented
b) Ratio-Trend analysis OR work study techniques.

4th Sem.
Branch : DBM, DBM (IPM)
Sub. : Human Resource Planning

Time : 3 Hrs.   M.M. : 100

SECTION-A

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

Q.1 The type of individual rewards that calculates pay by the number of units the employee produces is known as:
a) Merit pay   b) Piece rate pay
c) Commissions   d) Profit-sharing

Q.2 The human resource planning is done based on the _____.
a) Market condition   b) Financial condition
c) External environment   d) Organisational Plan

Q.3 The poor quality of selection will mean extra cost on ____ and supervision.
a) Training   b) Recruitment
c) Work quality   d) None of the above

Q.4 _____ is the process of forecasting an organisations future demand for, and supply of, the right type of people in the right number.
a) Human Resource Planning
b) Recruitments
c) Human Resource Management
d) Human Capital Management

Q.5 Which of the following option is not the factor that hinders with the human resource planning process?
a) Type and quality of forecasting information

b) Time horizons
c) Environmental uncertainties
d) Unite the perspectives of line and staff managers

Q.6 Which of the following is NOT a common method of job evaluation?
a) Point factor method
b) Ranking method
c) Behavioral assessment
d) Factor comparison method

Q.7 Resistance from employees is _____ to HRP.
a) Objective   b) Advantage
c) Scope   d) Disadvantage

Q.8 Which of the following statements about job evaluation is true?
a) Job evaluation determines an individual employee's performance.
b) Job evaluation is primarily used for job recruitment
c) Job evaluation helps establish internal pay equity
d) Job evaluation is a substitute for job analysis

Q.9 The condition in which all individuals have an equal change for employment, regardless of their race, color, religion, gender is known as _____.
a) Equal employment opportunity
b) Balanced scorecard
c) Affirmative action plan
d) Employee self-service

Q.10 KSA represents
a) Knowledge, skill, Aptitude
b) Knowledge, System, Aptitude
c) Knowledge, skill approach
d) Knowledge, Skill, Attitude

SECTION-B

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

Q.11 Sound policies do not help in resolving intrapersonal, interpersonal and intergroup conflicts. (True/False)

Q.12 The primary purpose of job evaluation is _____.

Q.13 Expand HRIS.

Q.14 Which of the following is NOT a type of common HR record?
a) Employee performance evaluations
b) Payroll records
c) Customer feedback
d) Training and development records

Q.15 Poor communication is not a barrier in HRP. (True/False)

Q.16 To forecast future HR needs, organizations often consider factors such as _____, promotions and industry trends.

Q.17 State any one challenge in HRP.

Q.18 Manager self-service allows managers to access and manage employee and organizational data related to subordinates.
a) True   b) False

Q.19 Forecasting techniques plays an important role in planning. (True/False)

Q.20 _____ is the part of HRM. (HRP/HRN)

SECTION-C

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

Q.21 What is Human Resource Planning (HRP) and why is it essential for organizations?

Q.22 Briefly explain any four techniques of job evaluation.

Q.23 Write a note on retention Plan.