

- 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 :

 - i) key components or modules typically found in an HRIS?
 - ii) Techniques of job evaluation

No. of Printed Pages : 4
Roll No.

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

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:

 - a) Assigning monetary values to job factors.
 - b) Comparing jobs to a standard job description.
 - c) Listing jobs in order of their value to the organization.
 - d) Conducting interviews with job applicants

Q.2 Which of the following is not a valid purpose for conducting job evaluation?

 - a) To control employee performance
 - b) To control wage costs
 - c) To create an equitable pay structure
 - d) 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?

 - a) Inadequate budget allocation
 - b) Resistance to change
 - c) Rapid changes in the business environment
 - d) Lack of legal compliance

Q.4 What is the primary purpose of maintaining human resources records?

- 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/Senitory-based rewards

- ### 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 facilities 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?

(2)

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

(3)

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