

CSE-417

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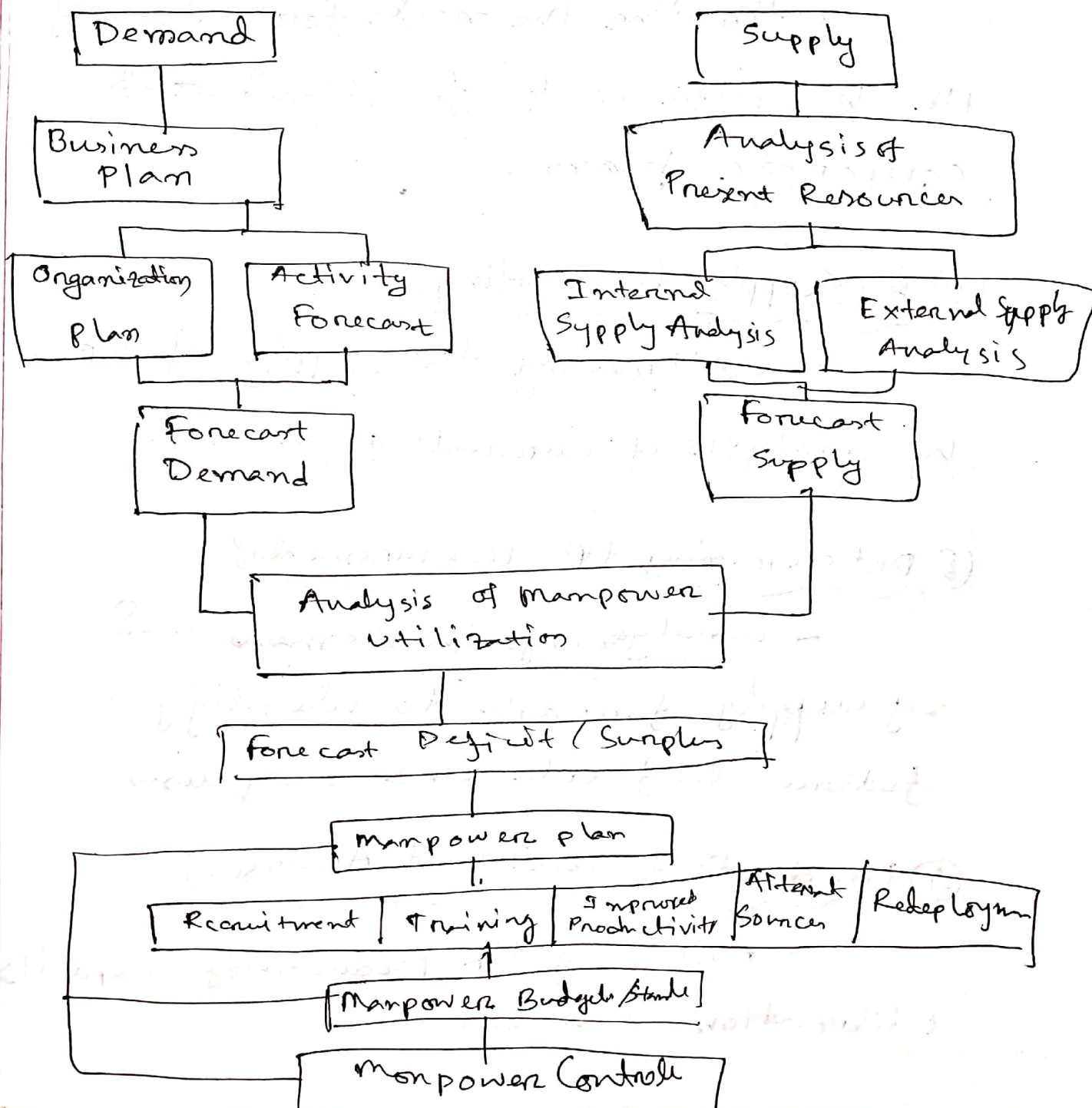
Dept: CSE-17

Sec : B

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Ans. to the ques. no.-01(a)

The process of Human Resource (HR) Planning can be shown by the following diagram:



The process of HR Planning consists of 6 Activities mainly:

① Demand Forecasting:

- estimating the needs for future of HR by reference to functional and corporate plan.

② Supply Forecasting:

- estimating the supply of HR by analysis of current resources.

③ Determining HR Requirements:

- analyzing the demand and supply forecasts to identify future deficits and surpluses.

④ Productivity and Cost Analysis:

- Analyzing HR productivity, capacity utilization and costs.

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⑤ Action Planning:

- Preparing plans for dealing with forecast deficits or surpluses &

⑥ HR Budgeting and Control:

- setting HR budgets and standards and monitoring the implementation of HR plans.

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Ans. to the ques. no. - 01(b)

Explaining "Big Five" in the following:

"Big Five" consists of five components:

- ① Extraversion
- ② Emotional stability
- ③ Openness to experience
- ④ Agreeableness
- ⑤ Conscientiousness.

Explaining the five components below:

① Extraversion:

- Extraversion is the tendency to be sociable, active, assertive and to experience positive effects, such as energy and zeal.

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② Emotional stability:

- Emotional stability is the tendency to exhibit poor emotional adjustment and experience negative effects which consists of anxiety, insecurity and hostility.

③ Openness to experience:

- Openness to experience is the disposition to be imaginative, creative, non conforming, unconventional etc.

④ Agreeableness:

- Agreeableness is the tendency to be trusting, compliant, caring and gentle.

⑤ Conscientiousness:

- Conscientiousness is comprised of two related facets of achievement and dependability.

Ans. to the ques. no. - 02(a)

In selecting a region for a facility location, the factors that are critical are:

① Availability of Raw materials:

Because this will reduce carrying of raw materials price and cost.

② Nearness to the source:

The more nearer to the source the less costly it would be.

③ Proximity to the market:

If the market is near to the facility then it is easier to sell the goods to the customer. This is quicker and more efficient.

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④ Availability of transportation facilities:

If the transportation facilities are available ~~is~~ nearer to the facility, the cost and transportation of the goods will be easier and quicker.

⑤ Suitability of climate:

- If the climate is suitable for the production then goods will be of high quality which ensures the stability in the market and no deficit will be left.

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Ans. to the ques. no- 02(b)

Advantages of selecting a facility location in the Urban Areas are:

- ① well connected by rail, road and transportation system is sufficient.
- ② Easy Access of experts and specialists.
- ③ Availability of right labour force.
- ④ Hospitals, marketing, schools, banks etc and other good facilities.
- ⑤ safe to work in urban areas.

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Disadvantages of selecting a facility location in the Urban Areas are;

- ① Cost of land and construction are very high.
- ② limited availability of land.
- ③ High labor cost and local taxes.
- ④ High costs for consumer goods.
- ⑤ Labor union issues.
- ⑥ There are not too many sites that are available in urban areas.

And, these are the Advantages and Disadvantages of selecting a facility location in the Urban Areas.