



Name :

Roll No. :

Invigilator's Signature :

CS/MBA (NEW)/SEM-(3 FT & 5 PT)/HR-302/2010-11

2010-11

HUMAN RESOURCE PLANNING

Time Allotted : 3 Hours

Full Marks : 70

The figures in the margin indicate full marks.

*Candidates are required to give their answers in their own words
as far as practicable.*

GROUP – A

(Multiple Choice Type Questions)

1. Choose the correct alternatives for any *ten* of the following : 10 × 1 = 10

- i) By HRIS we mean
 - a) Human Resource Intelligence System
 - b) Human Recruitment Intelligence System
 - c) Human Resource Information System
 - d) None of these.
- ii) The ultimate aim of selection is to
 - a) attract more and more candidates for vacant jobs
 - b) reject unsuitable candidates and pick up the suitable ones
 - c) both (a) & (b)
 - d) none of these.



- iii) A preliminary interview is conducted when
- a) the history and background of the candidate needs to be known
 - b) the interviewer does not ask specific or direct questions
 - c) the candidate is deliberately put under stress
 - d) none of these.
- iv) By 'transfer' we mean
- a) shifting an employee to a higher position, carrying more responsibility, facilities and pay
 - b) shifting an employee from one job/department to another
 - c) both (a) & (b)
 - d) none of these.
- v) Relocation also includes separation. Periodic relocation of employees is restructuring requires cost which is known as
- a) separation cost b) relocation cost
 - c) support cost d) overhead cost.
- vi) is the primary stage of HRP in any organization.
- a) SWOT analysis b) Investigation
 - c) Job analysis d) Estimation.



vii) In a hierarchical system the routes for the employees, which is the ladder is known as

- a) Manpower planning model
- b) Skill inventory
- c) Markov's model
- d) Optimization model.

viii) Performance appraisal directly affects the interpersonal relations which are really delicate and difficult to maintain, because of heterogeneity in the nature of human beings. It is necessary to follow certain principles like

- a) appraise on the basis of representative information
- b) appraise on the basis of sufficient information
- c) appraise on the basis of relevant information
- d) appraise on the basis of selective information.

ix) Recruitment policy does not

- a) identify preferred sources of recruitment
- b) frame suitable criteria for selection
- c) consider cost of recruitment
- d) consider the issues of reliability and validity.



- x) Succession planning means
- a) the process of career development
 - b) employee empowerment
 - c) developing career paths of the management trainees
 - d) identification of likely vacancies for higher level executives and locating likely successors.
- xi) The name of Flamholtz is associated with
- a) Strategic human resource management
 - b) Human resource development
 - c) Human resource accounting
 - d) HRD audit.
- xii) A syndrome of talents, motives and values which gives stability and direction to a person's career is referred to as
- a) career management
 - b) career development
 - c) career anchors
 - d) career planning.



GROUP – B

(Short Answer Type Questions)

Answer any *three* of the following. $3 \times 5 = 15$

2. What is human resource planning ? Identify its objectives and role in human resource management.
3. Discuss the steps involved in a job analysis.
4. What is job specification ? How does it differ from job description ? Illustrate with suitable examples.
5. Discuss the relevance of succession planning in modern organization.
6. Distinguish between career planning and manpower planning.

GROUP – C

(Long Answer Type Questions)

Answer any *three* of the following. $3 \times 15 = 45$

7. Sova Textiles Limited is in the business of manufacturing textile fabrics with an annual turnover of about Rs. 250 crores. The company wants to double its production capacity in a year's time. However, the company is not sure about its human resource plan because of high employee turn over. As human resource consultant, what advice will you offer to the company to undertake effective human resource planning ?

15



8. What is strategic HRP ? What are the various steps involved in Human Resource Planning ?

5 + 10

9. Analyze the difference between recruitment and selection.

Give in detail, the overall selection procedure of a candidate.

How are employment tests designed to select the right candidate for the right job and what are its benefits and

limitations ?

5 + 6 + 4

10. Discuss the various demand and supply forecasting methods of HRP. Write notes on the following :

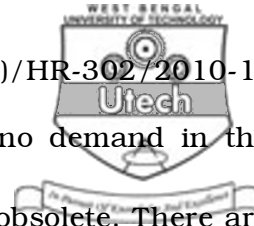
a) Redeployment

b) Redundancy

How does job analysis and job evaluation aid in appraising an employee and the ultimate objective of human resource

planning ?

6 + 4 + 5



11. a) M/s India Ltd. has its products of no demand in the market. The technology has become obsolete. There are 2,000 employees including 50 executives. The CM of the company is going to retire in the next year. The employees are not getting salary for the last three months because of fund crisis. The employees are highly demotivated. Most of the employees are aged.

- i) Find out the reasons for sickness of the industry.
- ii) What are steps can be taken for the remedial of the company.

4 + 4

b) Discuss the application areas of HRIS.

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