

MMS/M-16
HUMAN RESOURCE PLANNING AND DEVELOPMENT
PAPER-HRM-402

Time Allowed: 3 Hours

Maximum Marks: 70

Note: Attempt any eight questions from part-A. And any three Questions from part-B.

Part-A

1. What is HRM Inventory? Why they are prepared? Discuss their significance for effective HRP.
2. Discuss the dynamics of Learning and Development plan prepared as a part of action plan for effective HRP.
3. Review the critical issues which came across as a challenge to HR planners while conducting effective HRP in modern times.
4. How would assess qualitative manpower requirements? Is it possible to improve performance through effective qualitative manpower planning?
5. Compare and contrast the various perspectives of human resource planning.
6. Throw light on the factors that need to be considered while preparing separation plans.
7. Differentiate between competencies based HRM and job Analysis HRM. Which one is more relevant keeping in view the demands of dynamic business environment?
8. Examine the relevance of succession planning in meeting the HR requirement of organizations. Why the concept has gained importance over the years?
9. Briefly discuss the stages of competency development process designed for sales managers.
10. Identify the various parameters/guidelines of effective HRP.

Part-B

11. What is Talent Management? is it different from human resource management? Examine some of the widely acknowledge talent management practices followed in Indian Corporate Sector. Use examples.
12. Discuss the components of Training and Development plan prepared as a part of action plan for effective HRP. Also discuss various factors influencing Training and Development plan.
13. Why the concept of competency Development is being widely preferred these days in the corporate sector. Discuss its various approaches/methods and mention their pros and cons. Their suitability in various situations.
14. Critically review the relevance of Management Development as an important function of HRM. Also throw light on the modern method of management development which are gaining acceptance among contemporary organizations.

15. Evaluate the dynamics of linkage between Human Resource Planning and Business Strategy. Figure out what kind of HR plans are made for various types of strategy at different levels of hierarchy. Use examples.