

MMS/D-12

**13609**

**HUMAN RESOURCE PLANNING AND DEVELOPMENT**

**Paper: HRM-306**

Time : Three Hours]

[Maximum marks :70

**Note:** Attempt *five* questions in all. Question No. 1 is compulsory. All questions carry equal marks.

**(Compulsory Question)**

**1.** Write notes on the following :

- (a) HRD Climate.
- (b) Performance Appraisal vs. Potential Appraisal.
- (c) Career Planning vs. Career Development.
- (d) Wastage Analysis.
- (e) Exit Strategies.
- (f) Cohort Analysis.
- (g) Factors affecting Demand Forecasting in HRP.

**2.** Define the term Career. Distinguish between Career planning and Career development. In recent years, what forces in the contemporary business environment have changed the way that employees' careers have been managed by the organizations and by the employees themselves.

**3.** Attempt the following:

- a) What is the difference between Macro-perspective and Micro-perspective of HRP?
- b) Describe briefly the methods used by a firm for forecasting manpower supply.

**4.** Critically discuss the following statements: '*Human Resource Planning has become important, though more complex and difficult in a dynamic and global business environment*'. Identify the major human resource issues that result from a dynamically changing environment. Also, explain why it is

important for firms to forecast external demand for human resources when forecasting supply. Support your answer with examples from organizations.

**5.** What is HR Evaluation? Discuss the widely preferred HR measures in modern organizations. What factors have made HR Evaluation a priority in most organizations?

**6.** Elaborate the concept of Quality of Work life. What should be the major ingredients of a well designed quality of work life improvement program? Explain, Also throw light on the relevance of this concept today.

**7.** Define the concept of HR Accounting. Explain the different methods of HR Accounting widely followed in India. What are the reasons behind slow progress in acceptability of HR Accounting by Indian firms?

**8.** Write notes on the following:

- a) Redeployment strategies in Indian Organizations.
- b) Employee Retention Practices in Indian Organizations.