

# MMS/D06 .

## Human Resource Planning and Development

Paper: HRM-306

Time: Three Hours]

[Maximum Marks: 70

Note :- Attempt any FIVE questions in all. Question No.1 is compulsory. All questions carry equal marks.

1. Write brief notes on the following :

- (a) Demand forecasting
- (b) Human Resource Accounting (HRA)
- (c) Quality of Work Life (QWL)
- (d) Performance Planning
- (e) Redeployment
- (f) Work force flow mapping
- (g) Potential Appraisal.

2. What is Human Resource Planning? Explain steps in Human Resource Planning process and bring out factors influencing HRD.

3. What do you mean by Talent Inventories? What is the use and significance of talent inventories for Human Resource Planning?

4. Explain manpower supply forecast. What methods and techniques are followed to ascertain the manpower supply of inside candidates as well as outside candidates?

5. What do you understand by the term Human Resource Development? What are objectives and characteristics of Human Resource Development and also discuss its significance for organizational productivity?

6. Explain life and career development. Describe the role of Human Resource Staff in designing and implementing career development programmes.

7. What is organisation culture and how is it useful in developing conducive HRD climate in organization? Describe in detail elements of HRD climate in organization.

8. What do you mean by HRD strategy? Discuss strategies and practices of HRD commonly used in modern organizations.

