

HUMAN RESOURCE PLANNING AND DEVELOPMENT

Paper - HRM-306

Time; Three Hours]

[Maximum Marks: 70

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

(Compulsory Question)

1. Write brief notes on the following:
 - (a) Labour Market Analysis.
 - (b) Wastage Analysis.
 - (c) Skill Inventories.
 - (d) Exit Strategies.
 - (e) HRD Climate.
 - (t) Performance Planning
 - (g) Succession Planning.
2. What is Manpower Planning? Explain importance of Macro level manpower planning in India and also bring out the relationship between labour market analysis and macro level manpower planning.
3. What do you mean by Manpower demand forecast? Explain methods and techniques of manpower demand forecast.
4. What is Potential Appraisal? Bring out the potential attributes of employees and discuss how does potential appraisal is related to career development system in organizations.
5. What do you mean by Quality of Work Life? Explain different techniques of quality of working life and also discuss benefits and potential difficulties of Q.W.L.
6. What do you mean by Human Resource Information System (HRIS)? Discuss its impollance in projecting successions, early retirement, future openings and overstaffing problems.
7. What do you mean by HRD? What are its objectives and characteristics? Disl'IJSS HRD strategies commonly adopted in Indian organizations.
8. Write notes on the following :
 - (a) Human resource valuation and Accounting.
 - (b) Organization culture and HRD climate.

