

MMS/D09

6233

Human Resource Planning and Development

Paper: HRM-306

Time: Three Hours]

[Maximum Marks: 70

Note :- Attempt FIVE questions in all. All questions carry equal marks.

Q. No.1 is compulsory.

1. Write short notes on the following:

- (a) HRD Climate
- (b) Human Resource Accounting (HRA)
- (c) Workforce flow mapping
- (d) Succession planning
- (e) Career Management
- (t) Labour Market Analysis
- (g) Exit Strategies.

2. What is Micro Level Man Power planning in an organization? Bring out the requisites and barriers to effective manpower planning and also analyse the significance of control and evaluation in Human Resource Planning.

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

4. What do you mean by talent inventories? What are use and significance of talent inventories for manpower planning as well as succession planning in organizations?

5. What do you mean by HRD climate? Bringout elements of HRD climate and evaluate the contribution of organization culture in the development of conducive HRD climate.
6. What do you understand by the term 'Career Development'? Describe and evaluate the role of Human Resource Staff in designing and implementing career development programmes in organizations.
7. What do you mean by HRD? What type of HRD strategies are followed commonly by organizations in today's competitive environment?
8. What is performance appraisal and potential appraisal? What are the steps of good potential appraisal system? Explain model of potential appraisal and also discuss pros and cons of using different potential-rators to appraise a person's performance.

