Roll No. …………………………………. Total Pages: 3

MMS/M-15
HUMAN RESOURCE PLANNING AND DEVELOPMENT
Paper-HRM-402

Time Allowed: 3 Hours] [Maximum Marks: 70

Note: Attempt any eight questions each from Unit-I carrying 5 mark each. Attempt any 3 questions from Unit-II carrying 10 marks each.

Unit-I

1. What is Scenario planning? Discuss its role and significance.
2. Discuss how HRP is organized and implemented in organizations. Briefly describe the varied steps required for effective HRP.
3. Describe various type of competencies which are widely observed these days.
4. Describe some of the modern methods of Management development widely used for white coolar jobs.
5. Discuss the various horizons of HRP. Which one is more relevant in which situation?
6. Discuss some of concrete measures which are taken under Retention plans to ensure longer stay of employees in organizations.
7. What are the important issues to be considered while preparing Reward and compensation plans?
8. What is Learning and Development? Describe important factors to be thought of while preparing Learning and Development plans for effective HR planning.
9. Why the concept of Talent Management has grown important these days? Justify your viewpoint.
10. Differentiate between competency Based HRM and Traditional HRM.

Unit-II

11. Critically discuss the following statement 'Human Resource Planning has Become more important, though more complex and difficult.' Identify the major HR planning issues that result from a dynamically changing environment.
12. What do you understand by 'Human Resource Demand' and Human Resource Supply? Discuss the qualitative and quantitative techniques of demand forecasting.
13. What should be the objectives of a Talent Management system? Explain the components of talent management system with relevant examples.
14. Elaborate the competency development framework. Discuss its major components with the help of an example.
15. What is Management Development? Discuss in detail the process of structuring management Development program in organization. Use examples.