

Human Resource Planning and Development Paper:
Time: Three Hours] HRM-306 [Maximum Marks: 70

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

I. Write short notes on the following:

- (a) Workload factors
- (b) Delphi technique
- (c) Wastage analysis
- (d) Markov Analysis
- (e) Career Plateauing
- (t) Redeployment
- (g) Replacement cost.

14(2x7)

2. What is optimum manpower planning? You have been retained by an organisation to develop a manpower planning system. What factors would you recommend to establish effective manpower planning system?

14

3 What methods can be used by a privately run hospital to forecast the demand and supply of doctors and nurses?

14

4 When employees possess transferable skills and indulge in job hopping, developing effective HR plans proves to be a tough exercise? Do you agree? Why or why not?

14

5. What contribution can a career development programme make to an organisation that is forced to downsize its operation?
6 What is human resource accounting? Outline the different methods of measuring the value of human resources.

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14

7 Critically examine the key HRD strategies practised by software companies in India to enhance their human capital.

14

8 Explain how human resource information system can reinforce strategic decisions in an organisation? 14