

Roll No.....

Total Pages: 3

13248

MBA/M-18
HUMAN RESOURCE PLANNING AND DEVELOPMENT
Paper: MBA-HRM-402

Time: Three Hours

Maximum Marks: 80

Note: Attempt any Eight questions from Part-A and any three questions from Part-B

Part-A

1. Identify the important factors which influence manpower supply in contemporary Times.
2. How to manage the situation of increasing separations of employees for any firm? Discuss.
3. Examine the key challenges for Macro HRP in India
4. Throw light on various Flow and Mathematical models used for forecasting HR Demand forecasting.
5. Briefly explain the widely used methods/approaches of competency development.
6. How to evaluate the effectiveness of HRP. What criteria should be followed for judging the efficacy of HR Planners.
7. Why redeployment plans are used? Discuss the situations under which such plans are prepared and executed.
8. Figure out the key skills which necessarily needs to be imparted to young managers in modern times while conducting any Management Development Program.
9. Which aspects of training are crucial for present day technology savvy employees? Also mention some modern types of training.
10. Why non-financial rewards are getting important these days? Identify the reasons for such a change among employees.

Part-B

11. Is the concept of Talent Management different from HRM? Justify your answer. Throw light on the related concepts and practices which forms integral part of Talent Management in modern organizations.
12. Define Resourcing. What kind of challenges companies facing these days to resource quality talent? Which sources are preferred for sourcing best human assets?
13. Imagine yourself as HR Manager of a large IT sector organization which is facing a very high attrition rate of 30%. What kind of strategies/corrective actions will you suggest and implement for retaining the employees.
14. Banking these days has become very stressful and competitive. While working as HR Manager for an India Private Sector Bank, what aspects/factors will you take care of while developing training and development plan for employees of that bank keeping in view the scenario.

15. What is Scenario Planning? How it is instrumental in successful conceptualization and execution of HRP? Explain using relevant.