



**BIJU PATNAIK INSTITUTE OF IT & MANAGEMENT STUDIES**

**3<sup>rd</sup> SEMESTER (BATCH 2018-20)**

**CLASS TEST - II**

**Manpower Planning (18MBA-301C)**

**Total Marks : 15**

**Time: 1 Hour**

**I. Answer all the questions:**

**[1X5=5]**

1. What is Behavioral Interviewing?
2. Describe STAR approach.
3. State the difference between competence and competency.
4. Define premature promotion?
5. What is the difference between manpower planning and strategic manpower planning?

**II. Answer any two of the following:**

**[2.5X2=5]**

1. Elucidate job analysis and its by products.
2. What do you understand by census analysis?
3. Describe various benefits of Strategic manpower planning.

**III. Answer any one of the following questions.**

**[5X1=5]**

1. Describe competency mapping, discuss the various steps involved in competency mapping.
2. Outline the process of SMP.

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