

Registration No:

--	--	--	--	--	--	--	--	--	--

Total Number of Pages: 02

MBA
18MBA301C

3rd Semester Regular / Back Examination: 2021-22

MANPOWER PLANNING

BRANCH(S): BA, FM, GM, HRM, IB, MBA,

MBA (M & F), MM

Time : 3 Hour

Max Marks : 100

Q. Code : OF493

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right hand margin indicate marks.

Part-I

Q1 Answer the following questions :

(2 × 10)

- Why HR strategies need to be aligned with organizational goal?
- State the relevance of succession planning.
- Write a short note on skill inventory mapping.
- HR capabilities are foremost necessary for HR delivery. Comment.
- Why HR planning is not always accurate?
- How emotional quotient is an integral part of mapping competency?
- Write a short note on cohort analysis.
- How critical incidents techniques used for competency mapping?
- How HR planning regulate personnel costing?
- Write a short note on long term manpower forecast.

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight but of Twelve) (6× 8)

- Competency assessment is a continuous process. Comment.
- "Human resource planning aligned with entire business process." Justify this.
- How technological innovation influenced emerging trends in Human resource planning?
- Analyze the quantitative and qualitative considerations of manpower planning.
- Illustrate the methods and use of data on mapping employees' potential.
- What is behavioral event interviewing? How it is helpful for performance estimation.
- Analyze how HR planning has a connection with other functions of personnel in the organization.
- "Strategic HR planning is different from operational workforce planning." Comment.
- Analyze the micro and macro purpose of manpower planning.
- How different interview techniques beneficial for individual competency mapping?
- Illustrate the main problems involved in the process of manpower planning.
- How gap analysis is used in development of individual competency thereby organizational performance?

Part-III**Only Long Answer Type Questions (Answer Any Two out of Four)****(02 × 16)
(16)****Q3**

Discuss the objectives of manpower planning and different techniques used in forecasting of manpower requirements.

Q4

Elucidate the stages and strategies involved in strategic human resource planning (SHRP). What is the significance of SHRP?

(16)**Q5**

Design a competency mapping framework suitable for a fast growing IT firm.

(16)**Q6**

"There are numerous statistical techniques and mathematical models facilitate the process of human resource planning." Justify with appropriate examples.

(16)