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Total Number of Pages : 02

IMBA  
16IMN801C

8<sup>th</sup> Semester Regular / Back Examination: 2021-22

MANPOWER PLANNING

BRANCH(S): IMBA

Time : 3 Hour

Max Marks : 100

Q.Code : J012

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.

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Part-I

Q1 Answer the following questions :

(2×10)

- How the study of skill gaps helps manpower planning?
- Justify the rationale of raw data for HR planning.
- Why it is important to study the HR capacity of the organisation?
- How internal factors in the organisation impact manpower planning?
- What is the use of delphi technique in manpower forecasting?
- How HR planning helps in optimising hiring cost?
- What do you mean by critical incidents?
- Write a short note on behavioural event interviewing.
- Does forecasting techniques always ensure accurate results?
- Write a short note on cohort analysis.

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Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)

(6×8)

- What are the normative aspects of HR planning?
- Explain the steps in competency mapping in an organisation?
- What are the contemporary issues need to be considered while taking manpower decisions?
- The mathematical and statistical methods are now more incorporated in HR planning. Why?
- What are the problems encountered by personnel department to build a strategic workforce.
- Compare operational workforce planning with strategic manpower planning.
- What are the methods of sourcing required manpower data?
- The approach of business process manifests in HR planning. Justify.
- Compare job description with job specification.
- How the labour market trends affect the manpower planning?
- How Gap analysis is used to strategies human resource requirement?
- What are the prerequisites of effective manpower planning?

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Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3 What is the need of manpower forecasting? Discuss the quantitative technique used for demand and supply forecasting? (16)
- Q4 Discuss the objectives of workforce planning? What are influencing factors of manpower planning (16)
- Q5 Why strategic HR is gaining more attention? Discuss different tools of strategic manpower planning. (16)
- Q6 How competency mapping is useful for all other functions of HR department? Develop an effective competency model. (16)