

Registration No :

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Total Number of Pages : 01

MBA
18MBA301C

3rd Semester Regular Examination 2019-20

MANPOWER PLANNING

BRANCH : MBA

Max Marks : 100

Time : 3 Hours

Q.CODE : HR620

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 Only Short Answer Type Questions (Answer All-10)

(2 x 10)

- a) Write the importance of manpower planning.
- b) Write four factors influencing HR planning.
- c) What are the usage job analysis?
- d) Write a business process approach to HRP.
- e) Why is competency mapping significant?
- f) What do you mean by raw data?
- g) List out the tools for SME.
- h) What are the advantages of HR outsourcing?
- i) How does HRIS help HR planners?
- j) Write some of the mathematical models used in manpower planning.

Part-II

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

(6 x 8)

- a) Explain the methods of HR demand forecasting technique. ✓
- b) Explain the methods of HR supply forecasting technique. ✓
- c) Explain some of the HR measures, undertaken for managing employee retention. ✓
- d) Explain the recent trends in HRP. ✓
- e) Explain the factors influencing manpower plan
- f) Explain the use of markov and cohort analysis in manpower planning. ✓
- g) "In order to build a rewarding employee experience, you need to understand what matters most to your people." Explain
- h) Explain a model selection process for inducting sales personnel into sales department.
- i) Explain the significance of gap analysis in strategic manpower planning. ✓
- j) Explain the concept SMP. ✓
- k) Explain the guidelines for effective HRP.
- l) Explain key steps in SMP. ✓

Part-III

Q3 Only Long Answer Type Questions (Answer Any Two out of Four)
Discuss the significance of manpower planning at micro and macro levels.

(16)

Q4 Describe competency mapping process and various methods used for it.

(16)

Q5 Describe the steps to identify manpower gap and explain the measures to address manpower shortage.

(16)

Q6 Compare and contrast job description and job specification. How these are related to other HR functions.

(16)

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MBA
MPE2031/MBE441

Special Examination – 2011
HUMAN RESOURCE PLANNING

Time: 3 Hours

Max. Marks: 70

Answer Question No.1 which is compulsory and any five from the rest.
The figures in the right-hand margin indicate marks.

1. Answer the following questions briefly.: 2x10
 - (a) What are the underlying principles of 'rate of return' approach to human resource planning ?
 - (b) Discuss the concepts of Career planning and Career management.
 - (c) Outline the objectives of HR accounting programme.
 - (d) What is opportunity cost ?
 - (e) What is a cohort ? Why cohort analysis is necessary ?
 - (f) Distinguish between forecast and projection.
 - (g) What is early career crisis ? How can it be managed ?
 - (h) State the formula for measuring turnover.
 - (i) Outline the labour wastage processes.
 - (j) Outline the different career stages.
2. Discuss the approaches to HR planning. Which approach you think is most appropriate at unit level and why ? 10
3. What do you mean by HRIS ? Discuss the database needed to maintain HRIS at enterprise level. 10
4. What are the types of HR forecasts ? Describe the methods of HR demand forecasting at macro level. 10
5. Define Career planning, Career management and Career development. Discuss the different stages of career with its characteristics. Which stage is most favourable for career planning and why ? 10

6. Define HR audit and discuss the stages involved in conducting HR audit in an organization. 10
7. Discuss the approaches to HR planning. Which approach you think is most appropriate at unit level and why? 10
8. Write notes on : 5×2
 - (a) Mid career crisis
 - (b) HRAudit.

Total No. of Questions : 8

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Total No. of pages: 2

MBA

MBE441/MPE2031

Fourth Trimester Regular/Special Examination – 2010

HUMAN RESOURCE PLANNING

Full Marks – 70

Time: 3 hrs

Answer Question No. 1 which is compulsory and any five from the rest.

The figures in the right-hand margin indicate marks

1. Answer the following questions: 2×10
 - (a) What do you mean by population structure?
 - (b) Outline the characteristics of Indian Labour Market?
 - (c) What is 'Manpower Requirement' approach to human resource planning?
 - (d) What is HR reporting? What are the matters reported monthly?
 - (e) How do you calculate 'stability rate'? Why is it necessary?
 - (f) What is 'half life index'? What does it imply?
 - (g) What do you mean by 'mid career plateau'?
 - (h) What is 'Delphi Technique'? Why is it used?
 - (i) Why Markov Chain analysis is necessary?
 - (j) What do you mean by specific and comprehensive HR audit?
2. Why should organizations engage in HR planning? Why do some organizations need relatively more complex and comprehensive HR planning than others do? 10
3. When are judgmental methods of demand forecasting performed over mathematical methods? When is the reverse true? 10
4. Justify the need for HRIS? How can an HRIS assist in establishing and maintaining accuracy and timeliness in job description? 10
5. Describe the advantages and disadvantages of Markov analysis for predicting the future internal supply of labour? 10

6. What purposes are served by managerial succession planning? What are some characteristics of effective succession planning? 10
7. Outline the objectives of HR accounting? Discuss the Lev & Schwartz method of HR accounting in determining the value of a person to an organization? 10
8. What can an organization do:- 10
 - (a) When a shortage of employees is anticipated?
 - (b) When it expects the internal supply of labour to exceed the demand for labour?

1. Answer the following questions:
 - (a) What do you mean by 'position analysis'?
 - (b) Outline the characteristics of Indian Labour Market?
 - (c) What is 'Manpower Requirement' approach to human resource planning?
 - (d) What is HR reporting? What are the matters reported monthly?
 - (e) How do you calculate 'stability rate'? Why is it necessary?
 - (f) What is 'half life index'? What does it imply?
 - (g) What do you mean by 'mid career plan'?
 - (h) What is 'Delphi Technique'? Why is it used?
 - (i) Why Markov Chain analysis is necessary?
 - (j) What do you mean by specific and comprehensive HR audit?
2. Why should organizations engage in HR planning? Why do some organizations need relatively more complex and comprehensive HR planning than others do? 10
3. When are judgmental methods of demand forecasting performed over mathematical methods? When is the reverse true? 10
4. Justify the need for HRIS? How can an HRIS assist in establishing and maintaining accuracy and timeliness in job decisions? 10
5. Describe the advantages and disadvantages of Markov analysis for predicting the future internal supply of labour? 10

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MPE 2031

Special Examination – 2009

HUMAN RESOURCE PLANNING

Full Marks – 70

Time : 3 Hours

*Answer Question No. 1 which is compulsory
and any **five** from the rest.*

*The figures in the right-hand margin
indicate marks.*

1. Answer the following questions briefly: 2×10
 - (a) State the different HR Plans you know.
 - (b) What is 'rate of return approach' to HR Planning ?
 - (c) State the quantitative dimensions that affect HR Planning.
 - (d) What are the objectives of HRIS ?

P.T.O.

- (e) Mention the macro level information that are required in HR Planning.
 - (f) What is 'managerial judgement method' ?
 - (g) Why Markov chain analysis is done ?
 - (h) What is Cohort analysis ?
 - (i) What do you mean by early career crisis ?
 - (j) What are comprehensive and specific HR audits ?
2. State the growth and development of human resource planning. 10
 3. Discuss the qualitative and quantitative dimensions of HR planning. 10
 4. Define HRIS and discuss the data required for preparing HRIS at an organization. 10
 5. What are the objectives of HR supply forecasting ? Discuss the different types of wastages and its measurements. 10

6. Differentiate between forecasting and projection. Discuss different types of HR forecasts with its characteristics. 10
7. What are the different stages of career ? Describe the career development plans you are familiar with. 10
8. Write short notes on : 5×2
- (a) Succession planning
 - (b) HR reporting.
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