

Roll No.

Total Pages : 3

247404

May, 2019

MBA - IV SEMESTER

Human Resource Planning and Development

(MBA/HRM212)

Time : 3 Hours]

[Max. Marks : 75

Instructions :

1. *It is compulsory to answer all the questions (1.5 marks each) of Part-A in short.*
2. *Answer any four questions from Part-B in detail.*
3. *Different sub-parts of a question are to be attempted adjacent to each other.*

PART-A

1. Briefly explain the following :

- (a) Macro Human Resource Planning. (HRP) (1.5)
- (b) Manpower budget. (1.5)
- (c) HR audit. (1.5)
- (d) Reward plan. (1.5)

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- (e) Succession planning. (1.5)
- (f) Talent management. (1.5)
- (g) Compensation plan. (1.5)
- (h) Quantitative HR plan. (1.5)
- (i) Supply forecasting. (1.5)
- (j) Redeployment. (1.5)

- 6. (a) Differentiate between job enlargement and job enrichment. (7.5)
- (b) What are the various challenges of HRP? How these challenges can be overcome? (7.5)
- 7. Write short notes on :
 - (a) HR Accounting. (7.5)
 - (b) HRP and business environment. (7.5)

PART-B

- 2. What do you understand by HR demand forecasting? Explain the various techniques used for HR demand forecasting. (15)
- 3. Explain the steps involved in successfully developing and implementing a Human Resource Information System (HRIS). Also explain the various uses of a HRIS. (15)
- 4. Explain the various steps in Human Resource Planning (HRP) process. (15)
- 5. What do you understand by competency development? Explain the various methods/ approaches of competency development. (15)