

CDOE
MASTER OF BUSINESS ADMINISTRATION (HUMAN RESOURCE) (CBCS-2019 COURSE)
M.B.A. (H.R.) SEM - III : WINTER :- 2021
SUBJECT: HUMAN RESOURCE PLANNING & PROCUREMENT

Day : Thursday
Date 17-03-2022

W-22119-2021

Time : 10:00 AM-01:00 PM
Max. Marks: 60

N.B.:

- 1) Answer ANY THREE questions from Section I. Each question carries 10 Marks.
- 2) Answer ANY TWO questions from Section II. Each question carries 15 Marks.
- 3) Answers to Both the sections should be written in SAME answer book.
- 4) Draw a labeled diagram WHEREVER necessary.

SECTION - I

Q.1) Answer the following: Attempt ANY ONE (10 Marks X 1 = 10 Marks)

- a) Identify and explain the major factors influencing HRP.
- b) What is Job description? Explain with suitable example.

Q.2) Answer the following: (10 Marks X 1 = 10 Marks)

Explain in brief Managerial judgment method used for demand forecasting in HRP

Q.3) Answer the following: (10 Marks X 1 = 10 Marks)

Explain in brief the Markov Model used in HRP.

Q.4) Answer the following: Attempt ANY ONE (10 Marks X 1 = 10 Marks)

- a) Discuss the recent trends in Organization structuring.
- b) Discuss the HR Planning techniques to be adopted for an enterprise planning for modernization of its plant.

Q.5) Write short notes on the following: Attempt ANY TWO (5 Marks X 2 = 10 Marks)

- a) Advantages of HRP
- b) Importance of Skill Inventory for HRP
- c) Use of Regression Analysis in demand forecasting of HR
- d) Importance of Markov Model
- e) Job Enrichment
- f) Manpower planning for new enterprise

SECTION - II

Q.6) Answer the following: Attempt ANY ONE (15 Marks X 1 = 15 Marks)

- a) Explain the linkage of HRP with any one HR function of your choice.
- b) What is the importance of Skill Gap Analysis? How will you conduct one?

Q.7) Answer the following: Attempt ANY ONE (15 Marks X 1 = 15 Marks)

- a) Explain the various methods of demand forecasting of human resources with their merits and demerits.
- b) Discuss any two manpower planning models with a critical note on their limitations.

Q.8) Answer the following: Attempt ANY ONE (15 Marks X 1 = 15 Marks)

- a) Explain the role of a HR professional in effective succession planning.
- b) Elucidate how manpower planning techniques would differ for a newly to be set up Enterprise and an enterprise with major expansion plans.
