

**CDOE**  
**MASTER OF BUSINESS ADMINISTRATION (CBCS - 2020 COURSE)**  
**M.B.A. Sem-III : WINTER :- 2021**  
**SUBJECT: HUMAN RESOURCE PLANNING & DEVELOPMENT**

**Day : Friday**  
**Date 4/3/2022**

**W-22941-2021**

**Time : 10:00 AM-01:00 PM**  
**Max. Marks: 50**

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**N.B.**

- 1) Attempt **ANY THREE** questions from Section – I.
  - 2) Attempt **ANY TWO** questions from Section – II.
  - 3) Figures to the **RIGHT** indicate **FULL** marks.
  - 4) Answers to both the sections should be written in **SAME** answer book.
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**SECTION – I**

- Q.1** Define HR planning. Explain the factors influencing HR planning in detail. (10)
- Q.2** What do you mean by work-load analysis and work force analysis? Discuss with examples. (10)
- Q.3** Describe the levels and process of training needs analysis. (10)
- Q.4** Illustrate the application of case study and role playing for employee development. (10)
- Q.5** Write short notes on **ANY TWO** of the following (10)
- a) Objectives of training
  - b) Training aids
  - c) Cohort analysis

**SECTION – II**

- Q.6** Describe how you will plan for succession in a large scale company assuming necessary details. (10)
- Q.7** Explain the use of cost-benefit analysis for evaluating employee training to your colleague. (10)
- Q.8** ‘Supply forecasting by ratio trend analysis is better than managerial judgment.’ (10)  
Why? Why not? Prove your argument.

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