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Invigilator's Signature :	•••••

CS/MBA (NEW)/SEM-3 (PT)/MB-206/2010-11 2010-11 HUMAN RESOURCE PLANNING

Time Allotted: 3 Hours Full Marks: 70

The figures in the margin indicate full marks.

Candidates are required to give their answers in their own words as far as practicable.

GROUP – A (Objective Type Questions)

- 1. Answer any *ten* questions of the following : $10 \times 1 = 10$
 - i) Development of Personnel Management in UK & USA was largely voluntary.
 Write True/False
 - ii) J. H. Whitley recommended the abolition of jobber system in the year 1931. Write *True/False*
 - iii) Manpower wastages due to resignations and terminations are natural wastage. Write *True/False*
 - iv) There is no difference between career & succession planning. Write True/False
 - v) Counselling is a process of building your relationship. Write *True/False*

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- vi) Counselling is helping a person to help himself. Write *True/False*
- vii) Job specification is a statement of the minimum acceptable human qualities necessary to perform a job properly.

 Write True/False
- viii) Job enrichment is loading of duties & responsibilities horizontally. Write True/False
- x) Job analysis is a process of gathering pertinent information relating to the nature of a specific job.

Write True/False

- xi) Climate creation is HRD function. Write *True/False*
- xii) Training Need assessment model has been developed by
 - a) Donald & Kirpartrick b) Thayer & McGhee
 - c) Philip Kotler
- d) Abraham Maslow.

GROUP - B

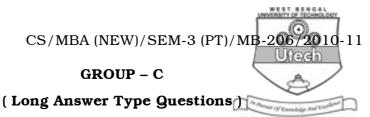
(Short Answer Type Questions)

Write short notes on any three of the following.

 $3 \times 5 = 15$

- 2. Purpose of job evaluation.
- 3. Induction, orientation & socialization program.
- 4. Career & Succession planning.
- 5. Job & role analysis process.
- 6. Handling employee grievances.

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Answer any three of the following.

 $3 \times 15 = 45$

7. Describe in brief the evolution of HRM. Distinguish between Personnel Management and Human Resource Management.

8 + 7

- 8. Explain in brief the stages of Human Resources of Planning Process. What are the four strategies of HRP? Elucidate your 7 + 8answer.
- 9. What are the sources of recruitment? Describe in brief the process of selection. What are the benefits of selection? 3 + 7 + 5Discuss.
- 10. a) Evaluate the 360-degree feedback system as a technique of appraisal.
 - Describe the process of assessment centre(s) in detail. b)

8 + 7

11. How would you identify the training needs of a supervisor? What criteria would you use to evaluate a training program in an organization? 7 + 8