



Name :

Roll No. :

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*



- 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*
- ix) Job enlargement is loading of duties & responsibilities vertically. 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 × 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.



GROUP – C

(Long Answer Type Questions)

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 answer. 7 + 8
9. What are the sources of recruitment ? Describe in brief the process of selection. What are the benefits of selection ? Discuss. 3 + 7 + 5
10. a) Evaluate the 360-degree feedback system as a technique of appraisal.
- b) Describe the process of assessment centre(s) in detail. 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
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