



Name :

Roll No. :

Invigilator's Signature :

CS/MBA (OLD)/SEM-(3 FT & 5 PT)/HR-302/2009-10

2009

HUMAN RESOURCE PLANNING

Time Allotted : 3 Hours

Full Marks : 70

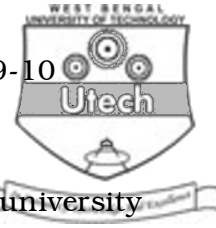
The figures in the margin indicate full marks.

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

GROUP – A

(Multiple Choice Type Questions)

1. Choose the correct alternatives for the following : $10 \times 1 = 10$
 - i) HRIS can be used effectively in
 - a) HR planning and analysis
 - b) HR development
 - c) Performance Appraisal
 - d) all of these.
 - ii) Selection decisions are based on
 - a) performance issues
 - b) personal whims and fancies
 - c) nepotism
 - d) human resource plan.



- iii) Career planning should be
 - a) completed when you finish college/university
 - b) ongoing process
 - c) considered a function of your mentor
 - d) none of these.
- iv) To forecast manpower requirements one can use
 - a) managerial judgement method
 - b) Markov analysis
 - c) job analysis
 - d) supply and demand forecast.
- v) What is most typical method of employment interview ?
 - a) Group
 - b) Board
 - c) Stress
 - d) One-on-one.
- vi) HRIS should be designed to provide information
 - a) timely
 - b) accurate
 - c) relevant
 - d) all of these.
- vii) The simplest method of job evaluation where each job is ranked in importance relative to all other jobs is
 - a) job classification
 - b) factor comparison
 - c) ranking
 - d) point method.
- viii) A good source of hiring technical staff would be
 - a) private search firm
 - b) vocational school
 - c) employment exchange
 - d) rival firms.



- ix) Moving employees to various positions in the organization to expand their knowledge, skill and abilities is known as
- a) vestibule training b) job rotation
c) coaching d) instruction.
- x) A sequence of positions occupied by a person during a course of lifetime is known as
- a) career b) career path
c) career planning d) career development.

GROUP – B
(Short Answer Type Questions)

Answer any *three* of the following. 3 × 5 = 15

2. State how an organisation can define and design career planning.
3. Explain Markov analysis as a method of human resource planning exercise.
4. State the criteria of an organisation may use to determine the effectiveness of its training programme.
5. Write down factor comparison method of job evaluation.
6. Define and analyse the objectives of demand forecasting.



GROUP – C

(Long Answer Type Questions)

Answer any *three* of the following.

3 × 15 = 45

7. Define audit. State the need of HR Audit. How can it improve different HRD functions in an organisation ? 2 + 5 + 8
8. Identify the steps involved in a job evaluation process. Explain the four basic types of job evaluation. 8 + 7
9. What is 'work measurement' ? What are the steps necessary for carrying out a 'Time study' ? 5 + 10
10. Discuss the objectives of 'compensation planning'. Identify the factors that influence compensation levels in organisations. 7 + 8
11. Define concept of 'Human Resource Accounting'. Outline the objectives of H. R. Accounting in organisations. What are the limitations of H.R. Accounting ? 5 + 10
12. HRIS is a method by which an organisation collects, analyses and reports information about people and jobs. Discuss.

