M Com/MBA 4th Semester (New) Exam., 2021

MANPOWER PLANNING AND RESOURCING

[PGBA S4–04/PGCM S4–04]

Full Marks : 80

Time : 3 hours

The figures in the margin indicate full marks for the questions

1. Answer any *five* from the following questions (each in around *50* words) : 2×5=10

(a) What is succession planning?

(b) Define training outsourcing.

(c) What are the objectives of manpower planning?

(d) What is competency mapping?

(e) What is potential appraisal?

(f) What is ratio-trend method?

2. Answer any *three* from the following questions (each in around *150* words) : 4×3=12

(a) Explain the needs of human resource development in modern organization.

(b) What are the different factors that affect human resource planning of an organization?

(c) State any three importances of management development.

(d) Write the significance of human resource research.

3. Answer any *three* from the following questions (each in around *250* words) : 6×3=18

(a) "Forecasting offers several benefits to the Human Resource Management." Explain.

(b) What are the factors influencing recruitment?

(c) What are the causes of employee turnover?

(d) Discuss the steps in the knowledge management process.

4. Answer any *four* from the following questions (each in around *300* words) : 10×4=40

(a) "Human Resource Planning is a process by which an organization can anticipate its future manpower requirements." Justify the statement by taking into account the human resource process.

(b) Suppose you are the personnel manager of *XYZ* company. Devise a selection process for selecting management trainee for your organization.

(c) Discuss the various behavioural methods of training.

(d) Explain the different approaches or methods of human resource valuation.

(e) Briefly explain the concept of HRD matrix and outline the various sub-systems of HRD.