GANDHI INSTITUTE OF ENGINEERING AND TECHNOLOGY UNIVERSITY, ODISHA, GUNUPUR
(GIET UNIVERSITY)
M.B.A. (Fourth Semester) Regular Examinations, May – 2025
23MBAHR24011 – Advanced Manpower Planning
(MBA)

Time: 3 hrs   Maximum: 60 Marks

(The figures in the right hand margin indicate marks.)

PART – A			(2 x 5 = 10 Marks)

Q.1. Answer *ALL* questions

		CO #	Blooms Level
a.	Analysis the role of HRP in an organization.	CO1	K3
b.	Analyse the relationship between HRP and business strategy.	CO2	K3
c.	Outline the components of the job analysis.	CO3	K2
d.	State the meaning of onlookers forecast.	CO4	K2
e.	Identify the benefits can get by an organization through MDP.	CO5	K2

PART – B	(10 x 5 = 50 Marks)

Answer *all the* questions

		Marks	CO #	Blooms Level
2. a.	Explain different types of manpower forecasting.	5	CO4	K2
b.	Describe the steps to prepare a job description with example.	5	CO3	K4
	OR			
c.	Analyse the steps can be taken for one individual for his career planning.	10	CO6	K3
3. a.	Explain the stages of career development.	5	CO6	K2
b.	Explain at which stage the HR can implement the SHRP model.	5	CO1	K3
	OR			
c.	Examine a HR budget for manpower forecasting with an example	10	CO4	K4
4. a.	Analyse what are the steps can develop a staffing plan.	5	CO4	K2
b.	Write note on types of career anchor.	5	CO6	K2
	OR			
c.	Analyse what are the solutions can be resolved a problem faced by HRP team?	10	CO3	K3
5. a.	Explain what are the process involved analysis a job.	5	CO3	K2
b.	Explain how to create a skill inventory.	5	CO4	K3
	OR			
c.	Define staffing system & how the staffing model help to recruitment in the organization?	10	CO2	K2
6. a.	Explain different approaches to HRP in business world.	5	CO1	K2
b.	Analyse the significance of SHRP at workplace.	5	CO3	K3
	OR			
c.	A rapidly growing technology company, Z ltd., is facing challenges in meeting its talent needs. The company has experienced significant growth in the past year and the demand for skilled professionals has increased. However, the company's current HR processes are not equipped to handle the growth, leading to talent shortages and recruitment challenges. **Q. Identify the major issues behind this case and recommend what are the forecasting is needed to solve these issues.**	10	CO4	K4

End of Paper