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Gandhi Institute of Engineering and Technology University, Odisha, Gunupur
(GIET UNIVERSITY)

M.B.A. (Fourth Semester) Regular Examinations, April – 2026

23MBAHR24011- Advanced Manpower Planning
(MBA- HR)



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. Analyse the difference between career planning vs succession planning.	CO5	K4
b. State the concept of Entrepreneurial creativity.	CO1	K2
c. Analyse the difference between HR demand forecasting vs HR supply forecasting.	CO4	K4
d. Analyse the relationship between HRP and business strategy.	CO2	K4
e. Outline the components of staffing system.	CO2	K2

PART – B**(10 x 5 = 50 Marks)**Answer **all the** questions

	Marks	CO #	Blooms Level
2. a. Analyse the significance of SHRP at workplace.	5	CO2	K4
b. Examine how the HRP becomes a strategic process.	5	CO2	K4
OR			
c. Sunrise Electronics Ltd., a fast-growing consumer electronics company, expanded its operations by setting up a new warehouse but faced operational inefficiencies due to lack of proper HR practices. The newly appointed warehouse supervisor lacked experience in large-scale inventory management, while the Operations Head had limited HR knowledge. As a result, the company encountered issues like dispatch delays, stock mismatches, overstocking, and shortages, along with employee confusion over roles and responsibilities. The absence of formal job analysis, job descriptions, and job specifications led to inefficiency and conflicts, prompting management to recognize the need for structured HR systems to improve overall performance. Questions: (1) Write down the job analysis, job description, and job specification of a warehouse supervisor's job. (2) What specific standards and specifications would you include in the job description and job specification?	10	CO3	K3
3. a. Analyse the steps can be taken for one individual for his career planning.	5	CO5	K4
b. Analyse what are the steps can develop a staffing plan.	5	CO3	K4
OR			
c. Explain the technique of forecasting use for HR supply.	5	CO4	K2
d. Analyse the problem faced by human resource planning in an organization.	5	CO1	K4
4. a. Define staffing system & how the staffing model helps to recruitment in the organization.	5	CO3	K2
b. Explain the different off-the job method of MDP for managers & executive.	5	CO6	K2

OR

- c. Explain the role of placement analysis & how it is different from succession Planning. 5 CO5 K4
- d. Analyse the difference between succession planning vs replacement planning. 5 CO5 K4
5. a. Explain the process of HRP. 5 CO1 K2
- b. Analyse a job description statement for the post of area sales manager. 5 CO3 K4

OR

- c. Explain different types of manpower forecasting. 5 CO4 K2
- d. Explain the steps of succession planning. 5 CO5 K2
6. a. Analyse the challenges of succession planning in this business world. 5 CO5 K4
- b. Explain different approaches to HRP in business world. 5 CO1 K2

OR

- c. A growing company, Beta Ltd., located in Mumbai, wants to estimate the number of sales personnel required to achieve a target of Rs. 60 lakhs & 70 lakhs in sales. The company uses past data to perform regression analysis for HR demand forecasting. Calculate how many salespeople are required in Beta Ltd. to achieve Rs. 60 lakhs & 70 lakhs sales using regression analysis. 10 CO4 K3

Sales level (in lakhs)	Number of Sales people
3	20
4	28
5	32
6	45
8	60

End of Paper