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Total Number of Pages : 01

MBA
18MBA301C

3rd Semester Regular Examination 2019-20
MANPOWER PLANNING

BRANCH : MBA

Max Marks : 100

Time : 3 Hours

Q.CODE : HR620

Answer Question No.1 (Part-1) which is compulsory, any EIGHT from Part-II and any TWO from Part-III.

The figures in the right hand margin indicate marks.

Part-I

Q1 Only Short Answer Type Questions (Answer All-10) (2 x 10)

- Write the importance of manpower planning.
- Write four factors influencing HR planning.
- What are the usage job analysis?
- Write a business process approach to HRP.
- Why is competency mapping significant?
- What do you mean by raw data?
- List out the tools for SME.
- What are the advantages of HR outsourcing?
- How does HRIS help HR planners?
- Write some of the mathematical models used in manpower planning.

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve) (6 x 8)

- Explain the methods of HR demand forecasting technique.
- Explain the methods of HR supply forecasting technique.
- Explain some of the HR measures, undertaken for managing employee retention.
- Explain the recent trends in HRP.
- Explain the factors influencing manpower plan
- Explain the use of markov and cohort analysis in manpower planning.
- "In order to build a rewarding employee experience, you need to understand what matters most to your people." Explain
- Explain a model selection process for inducting sales personnel into sales department.
- Explain the significance of gap analysis in strategic manpower planning.
- Explain the concept SMP.
- Explain the guidelines for effective HRP.
- Explain key steps in SMP.

Part-III

Q3 Only Long Answer Type Questions (Answer Any Two out of Four) (16)

Discuss the significance of manpower planning at micro and macro levels.

Q4 (16)

Describe competency mapping process and various methods used for it.

Q5 (16)

Describe the steps to identify manpower gap and explain the measures to address manpower shortage.

Q6 (16)

Compare and contrast job description and job specification. How these are related to other HR functions.