



GIET UNIVERSITY, GUNUPUR – 765022
M.B.A (Third Semester – Regular) Examinations, December – 2020
MB 301 C –MAN POWER PLANNING

Time: 2hrs

Maximum: 50 Marks

The figures in the right hand margin indicate marks.

PART – I: (Multiple Choice Questions)**(10 x 1=10 Mark)**Q. 1 Answer **ALL** questions

- a. It is the process of forecasting an organisations future demand for, and supply of, the right type of people in the right number.
 - (i) Human Resource Planning
 - (ii) Recruitments
 - (iii) Human Resource Management
 - (iv) Human Capital Management
- b. A process that is used for identifying and developing internal people with the potential to fill key business leadership positions in the company is called _____.
 - (i) Highly talented personnel creation
 - (ii) Investing in human resources
 - (iii) Succession planning
 - (iv) None of the above
- c. _____ is the process of estimating the quantity and quality of people required to meet future needs of the organisation.
 - (i) Demand forecasting
 - (ii) Supply forecasting
 - (iii) Environmental forecasting
 - (iv) None of the above
- d. Which of the following option is not the factor that hinders with the human resource planning process?
 - (i) Type and quality of forecasting information.
 - (ii) Time horizons
 - (iii) Environmental uncertainties
 - (iv) Unite the perspectives of line and staff managers
- e. What is the major issue faced while doing personal planning?
 - (i) Type of information which should be used in making forecasts
 - (ii) Types of people to be hired
 - (iii) Multiple positions to be filled
 - (iv) All of the above
- f. Which of the following is not necessary for promotion from within?
 - (i) Job posting
 - (ii) Advertisement
 - (iii) Personal Record
 - (iv) Performance Appraisal Form
- g. Human resource planning system includes.
 - (i) Human resource supply forecast
 - (ii) Human resource inventory
 - (iii) Corporate plan
 - (iv) All of the above
- h. Apprenticeship Training Act passed on
 - (i) 1941
 - (ii) 1951
 - (iii) 1961
 - (iv) 1971
- i. The primary responsibility for human resource planning lies with
 - (i) HR manager
 - (ii) General Manager
 - (iii) Trade Union leader
 - (iv) line manager
- j. Which of the following is not a forecasting technique to assess the HR requirements of an organization?
 - (i) Trend Analysis
 - (ii) Ratio Analysis
 - (iii) managerial judgement
 - (iv) replacement charts

--	--	--	--	--	--	--	--	--	--

PART – II (A): (Short Answer Questions) (2 x 5 =10 Marks)

Q.2. Answer *ALL* questions

- a. What is e-recruitment?
- b. What is Human resource planning?
- c. How do you prepare manpower inventory?
- d. Explain about Group discussions?
- e. What do you understand by Cohort Analysis?

PART – II (B): (Long Answer Questions) (6 x 5 = 30 Marks)

Answer *ANY FIVE* from the following questions

3. What are the Demand and Supply forecasting techniques?
4. How HR Planning linkage with other HR functions and Influencing factors in Manpower Planning.
5. Explain the various methods of data collection for mapping?
6. How to develop competency models from raw data?
7. What are the use and applicability of Statistical and Mathematical Models in Manpower Planning?
8. Design a suitable procedure for interviewing candidates for the post of supervisor.
9. What are the strategies, tools and methods of SMP?
10. Explain business process approaches to human resource planning?

--- End of Paper ---