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GIET UNIVERSITY, GUNUPUR - 765022
M. B. A (Fourth Semester) Examinations, May 2024
21MBAHR24001 - Advanced Manpower Planning

Time: 3 hrs

Maximum: 60 Marks

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

PART – A**(2 x 10 = 20 Marks)**Q.1. Answer **ALL** questions

	CO #	Blooms Level
a. State some disadvantages of Nominal group technique.	CO4	K3
b. Write any 4 benefits of career planning	CO5	K2
c. Write what are the benefits getting by an organization through MDP	CO5	K3
d. State the steps of succession planning	CO4	K2
e. State the major components of MDPs.	CO5	K2
f. Write the concept of Entrepreneurial creativity	CO5	K3
g. State the stages of Career development.	CO5	K2
h. Define Social demand approach in HRP	CO1	K2
i. Differentiate between HRP vs. Business strategy	CO2	K3
j. State Diaries and Log Record method of Job analysis	CO3	K2

PART – B**(8 x 5 = 40 Marks)**Answer **ALL** the questions

	Marks	CO #	Blooms Level
2. a. Briefly explain the role of Replacement Analysis in an organization and how it is different from succession planning.	8	CO5	K4
(OR)			
b. Explain the concept of Scenario forecasting with some examples.	8	CO4	K3
3.a. Compare and contrast job description and job specification. How these are related to other HR functions.	8	CO2	K3
(OR)			
b. Analyse what are the steps to be considered by a Company for HR Budget.	8	CO4	K3
4.a. Analyse what are the steps to be taken by an individual for his/her career planning.	8	CO5	K4
(OR)			
b. Discuss how to develop a Strategic HR model.	8	CO2	K3
5.a. Discuss different on the Job methods for Management development.	8	CO5	K2
(OR)			
b. Explain different Career Anchors.	8	CO5	K2
6.a. Discuss the steps involved in human resources planning in an industrial organization?	8	CO3	K3
(OR)			
b. Define manpower inventory. How is the manpower inventory prepared?	8	CO4	K3

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