

3M3125

Roll No. _____

Total No of Pages: **2**

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M. B. A. III Sem. (Main/Back) Exam., Jan. 2016

M-333 Human Resource Planning

(Major-II)

Time: 3 Hours

Maximum Marks: 70

Min. Passing Marks: 28

Instructions to Candidates:

- (i) *The question paper is divided in two sections.*
- (ii) *There are sections A & B. Section A contains 6 questions out of which the candidate is required to attempt any 4 questions. Section B contains short case study / application based question which is **compulsory**.*
- (iii) *All questions carry **equal** marks.*

1. NIL

2. NIL

SECTION-A

- Q.1 Define HRP. Explain the various component of HRP. [2+12=14]
- Q.2 Write the meaning of Regression Analysis. Enumerate its advantages and disadvantages. [2+12=14]
- Q.3 What do you mean by Job analysis? Write the various methods of Job analysis. [2+12=14]
- Q.4 Define career Planning. Explain the stages of Career Development Process. [2+12=14]
- Q.5 "An unsophisticated forecaster uses statistics as a drunken man uses lamp-post-for support rather than illumination". Explain. [14]

Q.6 Write short notes on –

- (a) Job Rotation [5]
- (b) Career Anchors [5]
- (c) Management Development Programmer. [4]

SECTION-B

Q.7 Case study.

Janet runs a small children's clothing manufacturing company. John, one of two order clerks, has just told her that he is moving to a new city at the end of the month. His position is critical to the business so she feels she must quickly replace him. However, she is hesitant. Two years ago, Janet had five employees. She now has 10 employees yet business has only increased by 10 percent. She has a feeling that some employees are not as busy as they could be. She now has two choices:

Quickly hire a replacement to do the same work as the departing employee or do an assessment of her business needs, shift other employees and look for a person who will fill a new position that truly fits her business needs.

Answer the following:-

- (a) Identify business strategy and needs. [3]
- (b) Conduct a Job analysis writes a Job Description. [6]
- (c) Determine the feasibility of Hiring. [5]