

MBA III Semester Supplementary Examinations November/December 2018

HUMAN RESOURCE PLANNING

(For students admitted in 2014 (LC), 2015 & 2016 only)

Time: 3 hours

Max. Marks: 60

PART – A

(Answer the following: (05 X 10 = 50 Marks))

- 1 What do you mean by HRP? And explain its nature and significance.
OR
- 2 Explain the objectives of man power planning and elaborate the concept of succession planning
- 3 Define manpower forecasting and write its models and techniques.
OR
- 4 What is manpower planning? What factors do you consider while forecasting manpower needs of an organization?
- 5 Outline the factors which affect selection decisions in multiple unit organizations.
OR
- 6 What are the modern sources and techniques of recruitment?
- 7 Write the importance of manpower utilization in HRP.
OR
- 8 Explain the terms-job rotation, job enrichment and job enlargement.
- 9 What is HR accounting and write its methods?
OR
- 10 What is retrenchment? Explain different reasons for employee retrenchment.

PART – B

(Compulsory question, 01 X 10 = 10 Marks)

11 Case Study:

Mr. Prasanth, the founder and CEO of Aditya Pharma Limited faced a dilemma with regard recruitment decision. Aditya pharma limited will commence commercial production from April 2013 and the company will need pharmacists with hands on experience of at least one year to take up the jobs in April, 2013. Mr. Prasanth sought the advice of HR department to select a specific source of recruitment as well as the time period to take up recruitment.

HR department of the company is divided on the issue. The head of human resource development (HRD) centre advised to start recruitment in January, 2012, employ the selected candidates by the end of March 2012 and train them in the HRD centre for a year. He further opted for the campus recruitment. The assistant HR manager in charge of compensation management advised to source the candidates from the existing pharma companies and start the recruitment in January, 2013 and complete the employment process by the end of March 2013.

The chief of the HR department of the view that the jobs of pharmacists can be outsourced to one or two of the existing pharma companies experiencing the problem of over staffing.

HR department could not solve the issue. However, they provided all these alternatives to the CEO along with the pros and cons of each alternative.

Questions:

- (a) Would be satisfied with the approach of the HR department, if you were the founder and CEO of the company?
- (b) How do you decide up on the issue, if you were the founder and the CEO of the company?