

**Code: 14E00306**

MBA III Semester Regular Examinations January 2016

**HUMAN RESOURCE PLANNING**

(For students admitted in 2014 only)

Time: 3 hours

Max. Marks: 60

All questions carry equal marks

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**SECTION – A**

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

- 1 Explain the micro and macro level manpower planning and its significance.

**OR**

- 2 What are the different factors influencing the manpower planning?

- 3 What are the various techniques of man power planning?

**OR**

- 4 Classify HRMS (Human Resource Management System) and its relation with HRP.

- 5 Discuss the sources of recruitment.

**OR**

- 6 What is career planning? How does it differ from HRP?

- 7 What is Manpower utilization? Discuss the factors affecting performance.

**OR**

- 8 Explain the concept job enrichment and job enlargement.

- 9 Describe downsizing and its different techniques. How does it influence Org.?

**OR**

- 10 What is HR auditing? How does it help in business improvement?

**SECTION – B**

(Compulsory Question)

01 X 10 = 10 Marks

**11 Case study:**

Royal Hand Loom (RHL) is a weaving factory which covers a niche market. It is having 10 handlooms. It is a manufacturing and distribution centre with no formal organizational chart. Management hierarchy includes all top level, middle level and lower level functions are carried out by owner on its own and alone. Owner acts as all level of managers. Manufacturing process refers to input is converted into output. Input refers to 5Ms such as manpower, machinery, material and money. Manpower includes weavers and assistants to weavers. Machinery includes handloom, shuttle etc. Material incorporates yarn. Money embraces money needed for manpower such as weavers and assistants to weavers' purchase of machineries such as handloom, shuttle etc. and material. It converts raw material into output. Yarn is converted into sarongs, sarees and handkerchiefs using necessary inputs.

- (a) Analyze present situation of company in terms of HRP.  
(b) What kind of HR planning should be initiated to enhance the effectiveness of the company?

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