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Total No. of Pages : 03

Total No. of Questions : 15

MBA (2014 to 2017) (Sem.-3)

MANPOWER PLANNING

Subject Code : MBA-964

Paper ID : [C1186]

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTION TO CANDIDATES :

1. SECTION-A contains SIX questions carrying FIVE marks each and students has to attempt any FOUR questions.
2. SECTIONS-B consists of FOUR Subsections : Units-I, II, III & IV. Each Subsection contains TWO questions each carrying EIGHT marks and student has to attempt any ONE question from each Subsection.
3. SECTION-C is COMPULSORY and consist of ONE Case Study carrying EIGHT marks.

SECTION-A

1. What is work load analysis?
2. Why are test used as a tool of selection of personnel?
3. What is Group Discussion?
4. What is human resource planning?
5. Why is outsourcing of personnel gaining importance?
6. What are aptitude tests?

SECTION-B**UNIT-I**

7. What are various forecasting techniques of Manpower planning is used?
8. Discuss the steps involved in human resources planning in an industrial organization?

UNIT-II

9. Critically discuss the various sources of recruitment of employees?
10. How managers can interpret individual differences among applicants during selection procedure? What are various tools used for the same.

UNIT-III

11. Explain in brief the procedure of Group Discussion.
12. Design a suitable procedure for interviewing candidates for the post of supervisor.

UNIT-IV

13. Explain in brief the selection procedure followed by an industrial organization with which you are familiar.
14. Explain the role of technology in recruitment process these days.

SECTION-C

15. Case study :

The head office of Tradition Inc. is located in a remote region, at least three hours from a large city. In the summer, it is a very popular spot with tourists who come to enjoy its water sports, swimming, camping, fishing and golf facilities. The region is not nearly as busy during the other three seasons. Tradition Inc. also has five plants in other Canadian cities that employ between 150 and 300 people each.

The company is looking for a vice president of human resources, who is highly qualified and has extensive human resources management experience. This person will be responsible for establishing human resources guidelines for all the plants and be in charge of the human resources department at head office. The president has already given the matter some thought and has decided not to recruit among the human resources managers in the other cities where Tradition Inc. has plants.

This new vice president will have to meet a number of business challenges. He or she will be expected to :

- harmonize the cultures of the businesses acquired in the last two years;

- reduce the rate of industrial accidents to reduce the premiums paid by the company;
- support the standardization of human resources management practices.
- improve plant managers' management skills.

The vice president of human resources, will report directly to the president, who is the founding owner of the organization. This bold man of action started with one small plant ten years ago and was able to turn Tradition Inc. into what it is today through growth and acquisitions. It is now one of the four largest companies in the industry.

Questions :

1. List obstacles and benefits associated with recruiting the vice president, human resources. (5 points)
2. What requirements should the candidates meet? (5 points)
3. You are a headhunter. What recruiting tools will you use (media, where will you direct your search, etc.)? (5 points)
4. What should the company offer to attract the best candidate? (5 points)