

2010

MASTER OF BUSINESS ADMINISTRATION

[Third Semester Examination]

(Human Resource : Planning and Utilisation)

[Specialisation : Human Resource Management]

PAPER—HR 304

Full Marks : 100

Time : 3 hours

The figures in the right-hand margin indicate marks

Candidates are required to give their answers in their own words as far as practicable

Illustrate the answers wherever necessary

**Write the answers to questions of each Half
in separate books**

(Turn Over)

FIRST HALF

[Marks : 50]

1. Answer any *four* questions : 5
- (a) How do you define Human Resource Planning?
What are the main activities involved in Human Resource Planning? 2
- (b) What do you mean by Human Resource Planning at macro level? How is it different from that at micro level? 3
- (c) Discuss Omni Factor Model to measure productivity.
- (d) Explain 'Labour Turnover Index' with an example.
- (e) What is method study? Why is it important? 2
- (f) What is Job Evaluation? Mention any two types of job evaluation schemes. 2
2. Answer any *two* questions : 10
- (a) Define strategic HRP. Briefly discuss the importance of strategic HRP. 3

(b) Discuss Delphi technique. Compare it with Nominal Group technique. Which one you think is a better method of forecasting demand for HR? 4 + 3 + 3

(c) In what types of situations is role analysis considered to be more important than job analysis? Briefly state the steps of role analysis. 5 + 5

[*Internal Assessment* : 10 Marks]

SECOND HALF

[*Marks* : 50]

3. Answer any *four* questions : 5 x 4

(a) Can promotion be a sustainable HR planning for the organisation ?

(b) Discuss the roles of HR strategic planners.

(c) Discuss the steps of HR Audit.

(d) State the difference between recruitment and selection.

(e) What are the advantages of Job Rotation?

(f) Discuss the importance of competency mapping.

4. Answer any *two* questions : 10x

(a) Do you think effective job description can stop employee turnover? Justify your response.

(b) Discuss in detail the relationship between performance appraisal and training.

(c) Explain in detail the steps of H.R.I.S (Human Resource Information Systems).

[*Internal Assessment* : 10 Marks]
