

OLD

2015

MBA 3rd Semester Examination

HUMAN RESOURCE : PLANNING AND UTILISATION

(Specialisation : Human Resource Management)

PAPER—HR-304

Full Marks : 100

Time : 3 Hours

The figures in the margin indicate full 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.

(First Half)

[Marks : 50]

1. Answer any four questions : 5×4

(a) How do you define Human Resource Planning ? What are the main activities involved in HRP ? 2+3

(Turn Over)

- (b) What do you mean by the term 'macro level' human resource planning? 5
- (c) At the beginning of a year, a firm has 400 employees, while at the end it has 350. 20 people have been recruited in between during the year. Compute the labour turnover index. 5
- (d) Distinguish between HRP and manpower planning. 5
- (e) What is method study? Why is it important? 2+3
- (f) Write a note on 'Role Analysis Technique' (RAT)? 5

2. Answer any *two* questions : 10×2

- (a) From the following manpower system of a firm, calculate the number of managers for the next year using Markov Chain Model :

Particulars	MT	AM	M	SM
No. of Employees	60	180	50	10
Employee turnover rate	22%	30%	10%	4%
New recruitments as a % of total requirements :	95%	5%	—	—
Percentage promoted to next levels (per annum)	78%	5%	2%	—

(MT = Management Trainee, AM = Asst. Manager,
M = Manager & SM = Senior Manager). 10

(b) Describe the impact of information technology on HRP.

10

(c) A caterer keeps on reserve cooks during marriage season. Previous experiences indicates the daily demand of cooks is as under :

Daily demand :	0	10	20	30	40	50
Probability :	.01	.20	.15	.50	.12	.02

Consider the following sequence of random numbers :
48, 78, 19, 51, 56, 77, 15, 14, 68, 09

Using this sequence, simulate the demand for the next 10 days applying Monte Carlo simulation technique.

[Internal Assessment : 10]

(Second Half)

[Marks : 50]

3. Answer any *four* questions : 5×4

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

(b) Discuss the roles of HR strategic planners.

- (c) Elaborate the steps of HR Audit.
- (d) Distinguish between 'Career Planning' & 'Succession Planning'.
- (e) Discuss the importance of competency mapping.
- (f) Write a short note on 'Skill Matrix'.

4. Answer any *two* questions : 10×2

- (a) Do you think effective job description can stop employee turnover ? Justify your response.
- (b) Discuss in detail the relationship between performance appraisal & training.
- (c) Discuss in brief any two methods of human resource accounting.

[Internal Assessment : 10]
