

2014

M B A

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 right-hand 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) Distinguish between human resource planning and man power planning.

(Turn Over)

- (b) What do you mean by the term 'macro level' human resource planning?
- (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.
- (d) Britanica has the following manpower data for the past 6 years :

Year :	2008	2009	2010	2011	2012	2013
Manpower :	500	700	800	1000	1100	1400

Forecast the manpower requirement in 2014 using a 6-period moving average.

[Weights have been assigned for different years are as follows : 2008 : 1, 2009 : 1, 2010 : 2, 2011 : 2, 2012 : 3, 2013 : 4]

- (e) Discuss the importance of Human Resource Planning process for Indian organizations.
- (f) Lay down the impacts of technology on HRP.

2. Answer any two questions : 10×2

- (a) A hotel keeps a record of the number of staff requirement of various categories.

Information relating to 200 days' requirement are as under :

No of staff demanded	→	5	6	7	8	9	10	11	12
No. of days	→	4	10	16	50	62	38	8	12

Develop a simulation model to predict the demand of staff for a 10 day period.

[Random numbers are 61, 74, 24, 03, 59, 16, 84, 92, 52, 07]

- (b) From the following information, predict the requirement of manpower in 2016 through trend equation :

Year :	2006	2007	2008	2009	2010	2011	2012	2013
Manpower :	180	200	190	230	250	260	240	230

- (c) "Human resource planning activities consist of some steps." — Discuss in this context the different steps of HRP activities.

[Internal Assessment : 10 Marks]

(Second Half)

(Marks : 50)

3. Answer any *four* questions : 5×4
- (a) Define job rotation. Also state its importance.
 - (b) Write a short note on 'Skill Matrix'.
 - (c) Write down the advantages and disadvantages of internal sources of recruitment.
 - (d) Explain the term 'talent management'.
 - (e) How training is different from development ?
 - (f) 'Recruitment is a positive and selection is a negative process' — Justify.
4. Answer any *two* questions : 10×2
- (a) (i) What is human resources audit ?
(ii) State the purposes of HR audit. 4+6
 - (b) Discuss in brief any two methods of human resource accounting.
 - (c) Discuss the need for competency mapping in HR. How does competency mapping contribute to HRP ?

[Internal Assessment : 10 marks]