

HUMAN RESOURCE PLANNING

(For students admitted in 2014 & 2015 only)

Time: 3 hours

Max. Marks: 60

All questions carry equal marks

SECTION – A

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

- 1 Differentiate between micro and macro human resource planning.
OR
- 2 List out the factors that influence HRP.
- 3 Establish the significance of manpower inventorying as first steps towards effective HRP.
OR
- 4 Explain various method of manpower forecasting.
- 5 List out various sources of recruitment.
OR
- 6 What is career? What is the role of management t in planning career of its employees?
- 7 List out modern performance appraisal techniques.
OR
- 8 How do transfer and promotions enrich an employee on his/her job?
- 9 Elaborate various downsizing techniques of human resources.
OR
- 10 Explain human resource audit report.

SECTION – B

(Compulsory Question)

01 X 10 = 10 Marks

11 **Case study:**

Abel engineering company has history of 100 years specializing in manufacture of engineering spare parts used in heavy engineering works. Over the years, company developed a policy to promote internal workers till supervisor level and hire new talent for engineers post. These engineers have to go through an elaborate process of selection including written tests and interview. Once hired they are also given extensive training ON and OFF the job to fine tune their skills. Of late the management observed unrest between supervisors's and newly hired engineers. While the supervisors felt they are experienced and know about the job and company better than engineers, the engineers felt superior by virtue of the their degrees and rigorous training. As a result company started losing many supervisors who started leaving to other companies.

Questions:

- (i) Suggest a suitable human resource plan to retain the supervisors.
