

for (Exchange students)

PGDM 2017-19
Human Resource Planning
DM - 323

Trimester III, End-Term Examination, March 2018

Time allowed: 2.5 Hours

Max Marks: 50

Roll No: _____

Instruction: Students are required to write Roll No on every page of the question paper, writing anything except the Roll No will be treated as **Unfair Means**. In case of rough work please use answer sheet.

Students are required to attempt questions of Section A and Section B inside the Examination Hall and submit the answer sheet to the invigilator, before leaving the room. Time allowed to attempt Section A and Section B is 1:45 hrs.

Section C will be done in the Computer Lab. Time allowed to attempt Section C is 45 minutes.

SECTION - A

[Marks:5*3=15]

There are 5 questions in this section. Attempt any 3 questions. Each question carries 5 marks.

1. Is human resource planning only relevant to large companies or should small businesses do HR planning too? Justify your answer.
2. Lack of succession planning puts the organization in a difficult position. Justify.
3. Calculate the monthly turnover rate of the organization if the following data are given:
Number of employees in the first and last day of the month is 1125 and 1205 respectively.
Number of voluntary separation and involuntary termination is 50 and 35 respectively.
4. 'Corporate Strategy and Business Strategy are not the same'. Justify.
5. What are the various challenges when companies decide to conduct a job analysis exercise?

SECTION - B

[Marks:2*10=20]

There are 3 questions in this section. Attempt any 2 questions. Each question carries 10 marks.

1. A wide range of HR Programming options is available to address either an HR deficit or HR surplus. However, these programmes have widely divergent consequences for the workforce, service to clients and the local labour market as well as for the organization's financial bottom line. Justify.
2. You need to conduct the job analysis for the position of Manager HR of n IT Company. Which methods will you utilize to conduct the analysis? Whom will you

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contact in order to obtain valid information about the duties, tasks, information, accountabilities and KSA required to perform the job? Give suitable reasons.

3. Explain the impact environmental factors have on manager's workforce planning decisions. Which environmental influences do you think will have the greatest impact on human resource planning in the next five years? Make suitable assumptions.