

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. "Human resource planning is a precondition for efficient management of human resources." Elucidate.
2. a) An organization with a current workforce size of 5000 workers. The annual historical replacement/ loss are 13%. The desired future growth rate is 9%. Calculate the net external supply of man power.  
b) An organization with a workforce of 1200, historical annual replacement/ loss rate is 6% and corporate downsizing policy of overall staffing is 4.5%. What would be the external supply of manpower?
3. Calculate the annual absenteeism rate of any organization if following data are given:  
Total number of days lost through job absence is 19,800 days  
Total number of employees on 1<sup>st</sup> January is 1600  
Total number of employees on 31<sup>st</sup> December is 1700  
Number of working days per employee is 240 days
4. Primary knowledge about different types of organizations helps in designing a better manpower plan. Explain this with the framework given by Miles and Snow.
5. Assume that you are the HR head of a company. You are noticing that the structure of the organization is becoming an inverted pyramid in shape rather than the ideal pyramid type. Describe any three different strategies you would follow to right size the organization.

SECTION - B

[Marks:2\*10=20]

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

1. Citing suitable examples of companies currently operating under these corporate strategies, explain the following: (a) Divestiture, (b) Turnaround, (c) Bankruptcy, (d) Mergers and Acquisitions and (e) Incremental growth.
2. The Delphi technique and the nominal group technique are often used to facilitate creative and innovative solutions to HR demand issues. List the conditions associated with successful employment of each of these two demand forecasting techniques.
3. You need to conduct the job analysis for the position of Manager HR of a Business Management Institute. Which methods will you utilise to collect data to conduct the analysis? Whom will you contact in order to obtain valid information? What core information should be included in the job description and job specification?