

Q. P. Code: 34705

Time: 2:30 Hours

Marks: 75

**N.B: All questions are compulsory.****Q1A) Choose the correct alternative (any 8) (08)**

- 1) Government involvement is seen in planning of HR at \_\_\_\_\_ level.
  - a) Sectoral b) National c) Unit d) Departmental
- 2) Managerial Judgement is a technique used for forecasting of \_\_\_\_\_ for labour.
  - a) Demand b) Supply c) Both d) None
- 3) MBO approach to HRP is an example of \_\_\_\_\_ approach.
  - a) Qualitative b) Quantitative c) Mixed d) None
- 4) \_\_\_\_\_ is the specification of contents, methods and relationships of jobs in order to satisfy organizational requirements,
  - a) Job design b) Job Redesign c) Both a and b d) None
- 5) Task identity is a feature of \_\_\_\_\_.
  - a) Job design b) Job Redesign c) Both a and b d) None
- 6) \_\_\_\_\_ help in the planning for needed resources.
  - a) Programmes b) Project c) Budgets d) None
- 7) \_\_\_\_\_ power is conveyed through the fear of losing ones job.
  - a) Coercive b) Legitimate c) Reward d) None
- 8) HRIS helps in employee \_\_\_\_\_.
  - a) Administration b) Flexibility c) Retention d) None
- 9) \_\_\_\_\_ is a stage where HRIS is actually set up.
  - a) Implementation b) Designing c) Both d) None
- 10) \_\_\_\_\_ is considered as raw facts.
  - a) Data b) information c) both a and b d) None

**Q1B) State whether true or false (any 7) (07)**

1. Replacement needs affect the HR supply forecast.
2. HRP is a continuous process.
3. Job analysis helps in proper placement of individuals.
4. Effective delegation of work helps in employee retention
5. Job title is part of job specification
6. Formalization is a major issue to be considered in setting up HRP department.
7. HRP evaluation helps in predicting future trends.
8. HRIS allows customization.
9. Employee contribution is a part of pension subsystems.
10. HRIS assists management in decision making.

Q2a) Define Human Resource planning. Explain its features. (08)

Q2b) Suggest ways to overcome barriers in the process of effective implementation of HRP. (07)

**OR**

Q2c) What is meant by demand forecasting? Explain the techniques of demand forecasting? (08)

Q2d) Explain the scope of Human resource planning. (07)

Q3a) What is job redesigning? Explain its process. (08)

Q3b) Discuss some flexible work practices in contemporary organizations. (07)

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OR

- Q3c) State the external factors that affect the process of recruitment (08)
- Q3d) What is meant by employee selection tests? State its advantages. (07)

- Q4a) State the need for performance management systems in the organizations. (08)
- Q4b) What is meant by power? Explain the different types of power. (07)

OR

- Q4c) Explain the process of HRP evaluation. (08)
- Q4d) Explain the impact of mergers and acquisitions on the process of HRP (07)

- Q5a) State the different objectives of HRIS. (08)
- Q5b) Suggests steps to ensure security of HRIS systems. (07)

OR

- Q5) Write short notes on (any3) (15)
  - 1. HR Policy
  - 2. Multi skill development
  - 3. Importance of Management training and development
  - 4. Components of HRIS
  - 5. Trends in HRIS

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