

RM4HT323

5919MS  
IV  
2013/23  
HRPIS

HR

Duration: 2.5 Hours

Marks: 75

Note: 1. All questions are compulsory

2. Figures to the right indicate full marks

Q1. A. Fill in the blanks ( any 8)

08

1. HRP helps to understand the position of \_\_\_\_\_ in an organization.( Assets, Resources , Manpower)
2. HRP planning in \_\_\_\_\_ oriented.  
(present, Past, Future)
3. Task is variety is basic feature of job \_\_\_\_\_.( Specification, Design, Redesign)
4. Job \_\_\_\_\_ follows job analysis. ( Job design, Job redesign, Job analysis)
5. The \_\_\_\_\_ is responsible for the issue of orders and instructions and set up and HRP Dept.( HRP Practitioner, Manager, Accountant)
6. The power that comes from the virtue of position in an organization is called \_\_\_\_\_ power.( Coercive, Legitimate, Rewards)
7. \_\_\_\_\_ power is conveyed through the fear of losing one's job.(Reward, Coercive, Legitimate)
8. HRIS help in employee \_\_\_\_\_.(Administration, Retention, Flexibility)
9. Components of HRIS are called as \_\_\_\_\_.( Sub System, Intergradient, Types)
10. HRIS is a \_\_\_\_\_ system.( Computerised, Manual, Artificial).

B. State whether true or False (Any 7)

07

1. HRP is a continuous process.
2. Top Management support is an important pre requisite of HRP.
3. Job analysis helps is proper placement of employees.
4. Provision for feedback is an important feature of job design.
5. Termination and lay off means the same thing.
6. Multi-skilling enables the organization to achieve high performance by controlling the employee attrition rates
7. Globalization has increased manpower cost.
8. HRIS stands for Human Resources Indeed sources.
9. HRIS is not a composite of database.

10. Information needs differ from organization to organization

- Q2 A. Discuss the scope of HRP. 08  
B. Explain features of HRP. 07

OR

- C. Discuss the level of HRP 08  
D. What do you mean by succession planning? Explain the steps in succession planning 07

- Q3 A. Discuss the features of job design 08  
B. What is employee retention? Discuss the retention strategies used in an organization. 07

OR

- C. Explain the process of Human Resource Audit 08  
D. Explain different types of employee selection test. 07

- Q4 A. Explain the HRP management process in detail. 08  
B. Explain the different types of power that HRP practitioner process. 07

OR

- C. Explain the process of HRP evaluation. 08  
D. Explain importance of career management process. 07

- Q5 A. What are the steps in designing HRIS? 08  
B. Explain Benefits and limitation of HRIS. 07

OR

- C. Write Short Note ( Any 3) 15  
1 Various trend in HRIS  
2 Job Analysis  
3 Multi Skill Development  
4 Training and Development  
5 Components of HRIS

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