

RHMIS324

BMS-TV

HR.

HRPIS

Time: 2.30 hrs.

Marks: 75

08

16/3/24

Note: All Question are compulsory

Q1. A Fill in the blanks ( any 8)

- 1 HRP planning in \_\_\_\_\_ oriented.  
(Future, Past, Present).
- 2 HRP policies help in \_\_\_\_\_.  
( Effective Communication, Change Management, Change polices)
- 3 Quantitative Approach of planning is known as \_\_\_\_\_ approach.  
(Bottom-up, Top Down, Mixed)
- 4 Job \_\_\_\_\_ follows job analysis.  
(Job design, Job redesign, Job analysis)
- 5 \_\_\_\_\_ = Job Description + Job Specification  
(Job Analysis, Job Design, Job Redesign)
- 6 Selection test help in the \_\_\_\_\_ assessment of individuals.  
( Objective, Selective, Details)
- 7 Conflicts arise due to \_\_\_\_\_ of opinion.  
(Agreement, Dis agreement, statement)
- 8 Success of HRP process can be found out through a process f \_\_\_\_\_.  
( HRP evaluation, Strategic planning, planning)
- 9 \_\_\_\_\_ of HRIS are called as sub system.  
( Components, Intergradient, Types)
- 10 \_\_\_\_\_ era is referred to as the legislative era .  
( I ,II, III).

B State whether true or False (Any 7)

07

- 1 HRP is a continuous process.
- 2 Work Study technique defines the workload of a group of employee.
- 3 Job analysis helps is not a proper placement
- 4 Career flexibility is not a technique for employee flexibility.
- 5 Termination and layoff mean same things.
- 6 HRP evolution helps in the perdition of present trend
- 7 Globalization has not increased manpower cost.
- 8 Staffing the HRP department does require specifying job requirements in HRP
- 9 HRIS is not creates administrative data.
- 10 Information needs differ from organization to organization

Q2	A	Explain the process of HRP.	07
	B	Explain the techniques of HR Demand forecasting.	08
OR			
	C	Discuss the barriers in effective implementation of HRP and Suggest ways to overcome them.	07
	D	What do you mean by HR policy? Explain its Importance.	08
Q3	A	Discuss various employee retention techniques used by organizations.	07
	B	What is recruitment? Explain the various factors affecting recruitment.	08
OR			
	C	What are the ethical issues in recruitment and selection?	07
	D	Explain HR Audit and its need.	08
Q4	A	Explain the HRP as a tool for the enhancement of productivity	07
	B	Explain the importance of Training and Development.	08
OR			
	C	Explain the issue involved in HRP evaluation process.	07
	D	Explain the importance of multi-skill development	08
Q5	A	Explain the various mechanisms of HRIS	07
	B	Discuss the components of HRIS.	08
OR			
	C	Write Short Note ( Any 3)	15
	1	HRIS subsystem	
	2	Downsizing	
	3	Types of Power	
	4	Staffing Table	
	5	HRIS	

\*\*\*\*\*