

**VPM's**  
**DR VN BRIMS, Thane**  
**Programme: MMS (2016-18) (HR)**  
**Third Semester Examination October 2017**

<b>Subject</b>	<b>Human Resource Planning</b>		
<b>Roll No.</b>		<b>Marks</b>	<b>60 Marks</b>
<b>Total No. of Questions</b>	<b>7</b>	<b>Duration</b>	<b>3 Hours</b>
<b>Total No. of printed pages</b>	<b>2</b>	<b>Date</b>	<b>27.10.2017</b>

**Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.**

**Q1) 20 Marks (Compulsory)**

Watson Public Ltd Company is well known for its welfare activities and employee oriented schemes in manufacturing industry from more than ten decade. The company employs more than 800 workers and 150 administrative staff and 80 management level employees. The Top Level management views all the employees at the same level. This can be clearly understood by seeing the uniform of the company which is same for all starting from MD to floor level workers. The company have different cafeteria at different places one near the plant for workers and other near the Administration building. Though the place is different the amenities, infrastructure and the food provided are of same quality. In short the company stands by the rule Employee Equality.

The company has one registered trade union and the relationship between the union and the management is very cordial. The company has not lost a single man day due to strike. The company is not a pay master in that industry. The compensation policy of that company, when compared to other similar companies, is very less still the employees don't have many grievances due to the other benefits provided by the company. But the company is facing countable number of problems in supplying the materials in recent past days. Problems like quality issues, mismatch in packing materials (placing material A in box of material B) incorrect labeling of material, not dispatching the material on time etc.

The management views the case as there are loop holes in the system of various departments and hand over the responsibility to HR department to solve the issue. When the HR Manager goes through the issues he realized that the issues are not relating to system but it relates to the employees. When investigated he came to know that the reason behind the casual approach by employee in work is

- The company hired new employees for higher level post without considering the potential internal candidates.
- The newly hired employees are placed with higher packages that that of existing employees in the same cadre.

**Questions:**

1. Narrate the case with suitable Title for the case. Justify your Title.
2. The points rose by the HR Manager as reason for the latest issues in the organization is justifiable or not. Support your answer with Human Resource related concepts.
3. Help the organization to come out from this critical issue. If you are in the role of HR manager what will be your immediate step to solve this case.
4. What should be the ideal Human Resource Planning for this organization?

**Attempt Any FOUR from the Remaining SIX Questions**

**Q2) Any two from (a) or (b) or (c) \_\_\_\_\_ (5x2) = 10 Marks**

- a) Define Human Resource Planning, Factors for HRP and Barriers to HRP
- b) What is R&R Programs, Mention any 5 R&R Programs organizations today are using for HRP and How?
- c) How is Organization wide planning different from HRP? How are they similar?

**Q3) Any two from (a) or (b) or (c) \_\_\_\_\_ (5x2) = 10 Marks**

- a) Why is it important to use Computers and Quantitative techniques in HRP?
- b) What are the challenges for HR professional in the next millennium? How would you equip yourself to face them effectively? Critically evaluate some innovative experiments in HR.
- c) "As Organizations become more Global, HRP becomes more important and complex". Elucidate.

**Q4) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) What are the Difficulties in Manpower Forecasts using Quantitative Techniques?
- b) Explain Root Cause Analysis: to Understand Employee Dissatisfaction.
- c) What are the various Methods of Demand Forecast? Explain any Three.

**Q5) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Define HRIS, Application of HRIS and various types of HRIS. Explain any 3 models
- b) Define Job Design, Components of Job Design and Approaches to Job Design.
- c) Define Job Assessment and Job Ranking and the Importance of Job Assessment.

**Q6) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Define Work Measurement and the different techniques of Work Measurement.
- b) Define Ergonomics and Human Engineering and Application of Ergonomics in HRP.
- c) How do organization develop the Strategy for Human Resource Planning, Draw the Strategic Planning Process.

**Q7) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) What should be the best strategies to promote Proper Work Force Diversity?
- b) Explain the Various Gender Diversity Legislations and their importance in Indian Organizations.
- c) What do you understand by Analytics, Business Analytics, and HR Analytics?