

VPM's
DR VN BRIMS, Thane
Programme: MMS (2017-19) (HR)
Third Semester Examination October 2018

Subject	Human Resource Planning		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	2	Date	1.11.2018

Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.
Q1) 20 Marks (Compulsory)

Skynet Financial Services has grown considerably during the last 5 years. Mr. Yashwant Singh started the company with two employees and business for Rs.6,00,000 in gross sales. The company now employs 200 people and is expected to have business for Rs.6,00,00,000 this year. During the early years, it was clear what was expected from each employee. Everyone knew how to do everything and was often called upon to do exactly that. This is no longer true, and Mr. Singh understands that each employee must be given clear guidelines to perform.

A number of new employees are now in financial services who are the arch competitors for Mr. Singh's Company. The service mix of Skynet also has significantly changed to keep pace with changing customer's expectations. The company therefore had to change its operation strategy. In addition, it is becoming increasingly difficult to hire employees without having a clear understanding of exactly what the individual will be doing. Applicants seem reluctant to join the firm without some information about their probable job profile and it is difficult to know exactly what skills, the prospective applicants should have without knowing in some detail what they will be doing.

Mr. Singh decided to write job descriptions and job specifications for his employees. It is his belief that such documents will clear any misunderstandings among employees regarding responsibilities, help to organize better the work that must be done, inform prospective employees about their probable job duties, orient new employees and help to make better selection decisions.

You have been retained by Mr. Singh to determine whose responsibility it will be to gather the data and write the descriptions and specifications, how the data will be gathered (observation, questionnaire or interview) and how detailed descriptions and specifications should be.

Mr. Singh is currently considering these job analyses but has a number of questions about how each will affect the final results.

Questions:

1. Narrate the case with suitable Title for the case. And what approach to the design of jobs should be considered by your and why?
2. What recommendations would you make to Mr. Singh regarding the most appropriate individuals and methods to be used for data collection?

Attempt Any FOUR from the Remaining SIX Questions

Q2) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) What do you understand by Human Resource Planning? Explain the considerations 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) Explain the Scope of Human Resource Management

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) Explain in Brief the Human Resource Planning Process
- 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 is Quantitative Manpower Forecasts, Uses, Explain any two
- b) Explain Root Cause Analysis: to Understand Employee Dissatisfaction.
- c) Explain Pre-employment Testing Process and KSAO's

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

- a) Explain HRIS, Application of HRIS and various types of HRIS. Explain any 3 models
- b) What do you understand by Job Design, Components of Job Design and Approaches to

Job Design?

- c) Discuss in brief Job Assessment and Job Ranking and the Importance of Job Assessment.

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

- a) Draw the Strategic Planning Process and Explain
- b) Discuss with example Work Measurement and the different techniques of Work Measurement.
- c) Discuss Ergonomics and Human Engineering and Application of Ergonomics in HRP.

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) Define International HRM and What are the challenges HR folks address with the merge of Globalisation
- c) What do you understand by Analytics, Business Analytics, and HR Analytics?