

MMS - III (HR)
HRPA 03

26-10-2013

Roll No. HR Planning & H.R. Analyst

Total No. of Printed Pages: 2

Total No. of Questions : 7

Maximum Marks : 60

Duration (hrs.) : 3 Hours

Section , if any : NIL

Note: Question No 1 is compulsory
Attempt any **Four** out of the Remaining Six Questions

Q1 – 20 Marks (Compulsory)

“The main objective of HRD Audit is to align the HR function (structure, system and processes) with business goals and to create a business-driven HR function.” Elucidate.

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

- Describe the process of performance appraisal.
- Explain different Appraisal methods.
- Explain the common problems in Performance Appraisal System.

Q3 Any two from (a) or (b) or (c) ----- (5x2) = 10 Marks

- “In ten years hence it will be people to fit in jobs rather than designing Jobs to accommodate individuals” Explain.
- What are the major activities of Human Resource Development Department?
- Draw an organizational chart of HRD Department to show its interdepartmental relationship.

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

Write Short Notes on any two :

- Markov Chain models for manpower system
- HRD Audit Report
- HR Accounting
- A stochastic programming model for manpower planning
- Ethics and Values in HR Audit

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

- Explain Qualitative and Quantitative Manpower Planning
- Explain Factors affecting manpower planning
- How recession affects manpower planning?

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

- a. What is Career Planning and Development?
- b. What are the problems in career planning and development?
- c. Suggest the measures for effective career planning and development.

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

- a. Explain the need, objective and concept of HRD Audit.
- b. Why do most of the Companies insist on HRD Audit?
- c. What are the areas and scope for HR Audit?

+++++