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**SIDDHARTH INSTITUTE OF ENGINEERING & TECHNOLOGY:: PUTTUR  
(AUTONOMOUS)**

**MBA II Year I Semester Regular Examinations Feb-2021**

**HUMAN RESOURCE PLANNING**

Time: 3 hours

Max. Marks: 60

**SECTION – A**

(Answer all Five Units 5 x 10 = 50 Marks)

**UNIT-I**

1 What is Human resource planning? Explain the process associated with it. 10M

OR

2 a Analyze the need of Human resource planning in the organization. 5M

b Explain the factors affecting Human Resource planning 5M

**UNIT-II**

3 Induction program differs in type. Justify the statement 10M

OR

4 Explain the process associated with selecting an employee. 10M

**UNIT-III**

5 a Discuss various types of transfer with their pros and cons. 5M

b Define the following terms 5M

a) Job Description      b) Job Specification

c) Job Enrichment      d) Job Enlargement

OR

6 a What is manpower power utilization index and how it is calculated? 5M

b Analyze the need of job enrichment in the organization. 5M

**UNIT-IV**

7 a What is quality circle? Analyze the need of quality circle in the organization 5M

b Define downsizing. Discuss the reason for the downsizing in organization. 5M

OR

8 Analyze the impact of retrenchment and redeployment on employee morale 10M

**UNIT-V**

9 Explain how human resource audit helps in improving organization performance. 10M

OR

10 Define HRIS. Elucidate the steps associated with the implantation of HRIS in the organization. 10M

**SECTION – B**

(Compulsory Question)

11

1 x 10 = 10 Marks

Neelam is the regional manager of the southern division of tasty foods, a chain of supermarket in northern india, five district supervisor report to him ,each of these district supervisor ,in turn oversees the activities of eight to twelve store.

One fine morning he received a call from her secretary informing about the Nitin sen position on north east regional manager for safeway.

Neelam concern was not unwarranted ,Nitin was one of his district supervisor .He has been with tasty for four years in his current job ,Tasty has hired him from apex markets ,where he had been store managers.Neelam was hurt that she had to learn of nitin departures through the newspaper,but she knew she would soon get over that.What was more relevant was that nitin was a very effective supervisors –his districts consistently outperformed the other four.Where was she

going to find a competent replacement?

When Nitin put in his paper, the following week, Neelam sincerely wished him well in his new job. She also discussed with him the problem of finding a replacement. Her final decision was to transfer one of the supervisors from a smaller district in the region into Nitin's district and to begin an immediate search for someone to fill the smaller district supervisor vacancy.

Neelam went to her files and pulled out the job description for the district supervisor positions (no job specification was available). It described job duties preparing monthly, quarterly, annually revenue and expense forecast for the district; making cost saving suggestions to head office and or store manager; coordinating buying; negotiating; cooperative advertising program with supplier and participating in union negotiation.

To find the right replacement immediately, Neelam needed to have Job specification in place. She had not faced such situation before. She sought Nitin's help in jotting down the competencies required for successful supervisor. Together they identified some of the competencies Nitin and a few other successful supervisors possessed to compile a list of qualities that the company should look for in the prospective candidate. Then, Neelam started her search armed with the list of competencies which she could call the job specification for the position of the district supervisor.

**Question**

- 1) Which Recruitment source should Neelam Pursue and why?
- 2) Where do you think the organization failed in terms of human resource planning?

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