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	MBA II Year I Semester Regular Examinations Feb-202	el allorita Tielar
<u>ad (4</u>	HUMAN RESOURCE PLANNING	Man Marl (0
Time	e: 3 hours	Max. Marks: 60
	SECTION – A (Answer all Five Units $5 \times 10 = 50$ Marks)	
	an a	
009277 1 .001	What is Human resource planning? Explain the process associated with it.	10N
n Late Nation	OR	a fan offer i
2	a Analyze the need of Human resource planning in the organization.	5M
	b Explain the factors affecting Human Resource planning	
	UNIT-II	supervise to
3	Induction program differs in type. Justify the statement	10N
	OR	and a straight of the second straight of the
4	Explain the process associated with selecting an employee.	10N
	UNIT-III	5 1
	a Discuss various types of transfer with their pros and cons.	5M 5M
	b Define the following termsa) Job Descriptionb) Job Specification	5141
	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 organiza	
	b Define downsizing. Discuss the reason for the downsizing in organization	on. 5M
0	OR	e 10N
8	Analyze the impact of retrenchment and redeployment on employee moral UNIT-V	
0	Explain how human resource audit helps in improving organization perform	mance. 10N
9	OR	101
10	Define HRIS. Elucidate the steps associated with the implantation of HRIS	S in the 10N
	organization.	
	SECTION – B	
	(Compulsory Question)	
11		$1 \times 10 = 10$ Mar

11

 $1 \times 10 = 10$ 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

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going to find a competent replacement?

When Nitin put is 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 secision was to transfer one of the supervisor from a smaller district in the region into Nitin districts 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 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?

*** END ***	
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 b. Dottie downstring. Discuss the reason for the downstring in organization. D8 	
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