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

**MBA II Year I Semester Regular Examinations Nov/Dec 2019**

**HUMAN RESOURCE METRICS AND ANALYTICS**

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 significance of planning human resource. **10M**

**OR**

- 2 a. Explain process of human resource planning in detail. **5M**  
b. Explain models and techniques of man power inventory. **5M**

**UNIT-II**

3 What is recruitment? Discuss its needs and importance. **10M**

**OR**

4 Discuss various on-the-job and of-the-job training methods. **10M**

**UNIT-III**

- 5 a. What is manpower utilization Index (MUI) and how it is calculated? **5M**  
b. Discuss the factors affecting performance in detail. **5M**

**OR**

6 a. Explain in detail various transfer strategies with examples. Discuss employee adjustment issues involved in transfers. **5M**

- b. Define the following terms: **5M**  
i) Job redesign  
ii) Job rotation

**UNIT-IV**

- 7 a. Define retirement. What are its types? Explain its benefits **5M**  
b. What is Quality Circle? Why it is necessary to have a quality circle in the organization? **5M**

**OR**

8 What is Human resource Audit? How does it help an organization in preparing Human resource planning? **10M**

**UNIT-V**

9 What is meant by human resource accounting? What are the various steps in it? Explain. **10M**

**OR**

10 Explain the need and scope of HR Audit. Describe the essential steps in the auditing process. **10M**

**SECTION – B**  
(Compulsory Question)

**1 x 10 = 10 Marks**

Silver moon Hotels have been run by the Wadia family since the 1940s. Wadia Group, through its subsidiary companies are also into travel and tourism, event management, and marketing services. Dina Wadia is the present Chief Executive. Her only son and heir apparent, 18 years old Shiraj Wadia recently died in an air crash. Dina has now decided that her successor would be someone outside of her family. As the CEO's position was always held by family members there has been neither internal competition nor grooming of other managers at Silver moon Hotels for the CEO spot resulting in a deficiency of internal candidates. With the support of the Board, Dina has hired an external firm to lead the search process for her successor, which would consider candidates both inside and outside the company.

**Question:**

(i) If you are the external firm consultant, how would you approach the selection of the nonfamily CEO?

**\*\*\* END \*\*\***