

**MASTER OF BUSINESS ADMINISTRATION  
THIRD SEMESTER  
MAN POWER PLANNING AND RESOURCING  
MBA – 303B**

**SET  
A**

**[USE OMR SHEET FOR OBJECTIVE PART]**

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

**(Objective)**

Marks: 20

*Choose the correct answer from the following:*

*1 × 20 = 20*

- Which parameter is not true with Long Range Forecasting?
  - Handled in the special course of budget preparation.
  - Beyond 5 Years
  - Require Mathematical & Statistical Models for calculation to do man power planning.
  - Parameters are well-defined.
- In which step of man power planning process the 'Estimating future organizational structure and forecasting manpower requirements' has been conducted?
  - Step 1
  - Step 2
  - Step 3
  - Step 4
- 'To provide the research necessary for effective manpower and organizational planning' - is a responsibility of \_\_\_\_\_.
  - Personnel Department
  - Staff Manager
  - Head of the Department
  - All the above
- MPP at Sector level can be done by \_\_\_\_\_.
  - by Organizational Heads
  - by Industrial Heads
  - by the Central & State Governments.
  - By all of them
- '\_\_\_\_\_ is the measurement and reporting of the costs incurred to acquire and develop people as organizational resources'.
  - Human Resource Value Accounting
  - Human Resource Cost Accounting
  - Human Resource Money Accounting
  - None of above
- Which is not a basic premise of Human Resource Accounting?
  - Organization infrastructure is an expensive asset.
  - People are valuable resources of an organization.
  - The usefulness of manpower as an organization resource is determined by the way in which it is managed.
  - Information on investment and value of human resources is useful for decision making in the enterprise.
- Estimating future needs and stock of available resources in the organization' is \_\_\_\_\_ components of Man power Planning.
  - Recruitment Plan
  - Man power Planning
  - Forecasting
  - Training & Development Plan



8. Which is not an element of Man Power Planning function?
  - a. Workforce Forecast.
  - b. Manpower assessment
  - c. Staffing Program
  - d. Induction Program
9. In \_\_\_\_\_ method, forecasting is done on the basis of established sets of data exist in the organization.
  - a. Budgetary Planning
  - b. Work Standard Data
  - c. Key Predictive Factors
  - d. New Venture Analysis
10. The factor 'Competition' that influences the demand forecasting is an example of \_\_\_\_\_ factor.
  - a. External
  - b. Internal
  - c. Social
  - d. Cultural
11. The factor 'Employee Turnover' influences the supply forecasting is an example of \_\_\_\_\_ factor.
  - a. External
  - b. Internal
  - c. Both
  - d. None above
12. How many steps are there in Knowledge Management Process in an organization?
  - a. 6 steps
  - b. 7 steps
  - c. 8 steps
  - d. 9 steps
13. Which is not a feature in Virtual Organization?
  - a. Self-motivating
  - b. Adaptability
  - c. Technical competency
  - d. Uni-skilled
14. \_\_\_\_\_ stage of Knowledge Management process makes the new & existing organizational knowledge accessible for employees.
  - a. Select stage
  - b. Apply stage
  - c. Share stage
  - d. None above
15. These organizations physically perform certain activities and outsource the remaining activities.
  - a. Virtual organization
  - b. Partial virtual organization
  - c. Learning organization
  - d. Talent management organization
16. Which resourcing plan provides better opportunities and rewards to retain skilled employees in an organization?
  - a. Resourcing Plan
  - b. Retention Plan
  - c. Flexibility plan
  - d. Training plan
17. Which is true with Objectives of Scenario Planning?
  - a. To have an intellectual process that seeks to identify issues
  - b. To examine the possible consequences and decide- how to dealt with
  - c. To obtain a better understanding of the possible situations that may have to be face in the future.
  - d. All the above
18. Which is not an element of Talent Management?
  - a. Man power relationship management
  - b. Talent relationship management
  - c. Career management
  - d. Performance management

19. Succession Planning is based on the information supplied by\_\_\_\_\_.
- a. Talent audits
  - b. Supply and demand forecast
  - c. Performance and potential reviews
  - d. All the above
20. The organizational release activity by which 'employer helps redundant employees to find other work or to start new careers' is known as \_\_\_\_\_.
- a. Voluntary Leavers
  - b. Dismissal
  - c. Outplacement
  - d. Redundancy

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**( Descriptive )**

Time : 2 Hr. 30 Mins.

Marks : 50

[ Answer question no.1 & any four (4) from the rest ]

1. Define Manpower Planning. Write the main Objectives and any five sub-objectives of Manpower planning. 2+3+5=10
2. Explain the process of Manpower planning with the help of a Flow diagram. Write any three needs of Manpower planning. 7+3=10
3. What do you understand by Human Resource Accounting? Write any three objectives of Human Resource Accounting. Explain three advantages as well as three disadvantages of Human Resource Accounting. 1+3+6=10
4. a) Define Man power forecasting. Just mention various techniques of Man power forecasting. 1+2+3+4=10  
b) Define Demand forecasting & its characteristics. Explain various factors influence demand forecasting.
5. Define Knowledge & Knowledge management. Mention characteristics of Knowledge. Explain the process of Knowledge management. 2+2+6=10
6. a) What do you understand by 'Virtual organization'? Explain the human resource trends in Virtual organization. 1+4+1+4=10  
b) What is 'Learning organization'? Explain the need for organizational learning.
7. Define Scenario and Scenario Planning. Write the objectives of Scenario planning. Explain the process of Scenario planning. 3+3+4=10
8. a) Define Career Management. Explain the steps of Career planning. 1+4+1+4=10  
b) What do you understand by the word 'Induction'? Explain the importance of Induction in an organization.

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