

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

**SET
A**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

Marks: 20

(Objective)

Choose the correct answer from the following:

1 × 20 = 20

- _____ level Manpower Planning is always done by Central & State Government.
 - National
 - Industrial
 - Sector
 - Individual
- Which procedure will be adopted if 'Shortage of Man power' have found in an organisation?
 - Restricted Hiring
 - Recruitment & Selection
 - Reduced working hours
 - VRS & LAY OFF
- "To advice line managers like Top level management and HR managers on present forecasting techniques" - is a responsibility of _____.
 - Personnel Department
 - Staff Manager
 - General Manager
 - None the above
- MPP at Individual level must be done by _____.
 - Organizational Heads
 - Industrial Heads
 - Central & State Governments
 - Only Central Government
- Which is not a component of Man Power Planning?
 - Forecasting
 - Recruitment plan
 - Training & Development
 - Career planning
- Which is not true with Short Range Forecasting?
 - Handled in the normal course of budget preparation
 - Require simple arithmetic calculations to do man power planning.
 - 0-2 years
 - Parameters are not well-defined
- HRA is an attempt to identify, quantify and _____ investments made in resources of the organization that are presently accounted for under conventional accounting practice.
 - Report
 - Measure
 - Collect
 - None above
- _____ is an approach to evaluate the human resource assets by calculating their economic values.
 - Human Resource Value Accounting
 - Human Resource Cost Accounting
 - Human Resource Revenue Accounting
 - Human Resource Financial Accounting

9. In _____ method, forecasting is done only if '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 'Laws & Regulatory bodies' that influences the demand forecasting is an example of _____ factor.
 - a. External
 - b. Internal
 - c. Social
 - d. Cultural
11. _____ forecasting technique can be done by doing MPP analysis from similar type of organization.
 - a. New Venture Analysis
 - b. Supply Forecasting
 - c. Budgetary Planning
 - d. Ratio-trend Analysis
12. Which is not true with Judgement Forecasting technique?
 - a. Usually experts are the supervisors & the managers of the business
 - b. This technique is suitable for smaller organization
 - c. It is appropriate for the long run forecast
 - d. None of the above
13. Which is not a feature in Virtual Organization?
 - a. Self-motivating
 - b. Adaptability
 - c. Technical competency
 - d. Uni-skilled
14. Which is wrong option as long as the characteristics of Virtual Organisation are concerned?
 - a. Adaptability, Self-commitment, Effective communication
 - b. Part time work, Job-sharing, Goal directed
 - c. Home-based working, Dependency on IT, Customer centered
 - d. Flexi work, flexi time, flexi workplace
15. _____ is a social network in which all the horizontal and vertical boundaries are removed.
 - a. Virtual organization
 - b. Partial virtual organization
 - c. Learning organization
 - d. Talent management organization
16. Which is not true with Learning Organisation?
 - a. Globalization of culture
 - b. Decreased pace of innovations
 - c. Increased competitiveness
 - d. Increased customer awareness
17. "To produce a series of internally consistent postures of alternative future" is _____ step the of Scenario Planning.
 - a. Step-1
 - b. Step-2
 - c. Step-3
 - d. None above
18. Which is not an element of Talent Management?
 - a. Talent Audit
 - b. Total reward
 - c. Role development
 - d. Role Consciousness

19. _____ is concerned with providing opportunities for people to progress and develop their careers, ensuring that the organization has the flow of talent it needs.
- a. Talent Management
 - b. Knowledge Management
 - c. Career Management
 - d. Change Management
20. _____ activity is done as an organisational release activity for downsizing or contracting the organization.
- 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]

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| 1. Define Manpower planning. Write the main objectives of Manpower planning. "There is a process of Manpower Planning"- Explain the process with the help of a Flow diagram. | 1+3+6=10 |
| 2. Explain the various Strategies for Man Power Planners. Write any three responsibilities of Personnel Department for Manpower Planning. | 7+3=10 |
| 3. Explain the detail activities of Man power planning. Write briefly on various ranges of Man power planning. | 6+4=10 |
| 4. Write the definition of Human Resource Accounting? Mention any five objectives of Human Resource Accounting. 'There exist some advantages of Human Resource Accounting'- Justify. | 1+5+4+=10 |
| 5. a) 'Various Strengths are required to do MPP in an organisation'- Explain those
b) Define Delphi Technique. Explain the process of Delphi technique. | 5+5=10 |
| 6. a) What is Supply Forecasting? Mention the Internal factors that influence Supply Forecasting.
b) Explain the Human Resource Trends in Virtual Organisation. | 5+5=10 |
| 7. Define Knowledge & Knowledge Management. Explain the process of Knowledge Management. | 2+8=10 |
| 8. What do you understand 'Resourcing Strategy'? Explain any three characteristics of Resourcing Strategy. Shortly describe the components of Resourcing Strategy. | 1+3+6=10 |

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