

D 136314

(Pages : 2)

Name.....

Reg. No.....

THIRD SEMESTER M.B.A. DEGREE (REGULAR) EXAMINATION**JANUARY 2026**

M.B.A.

BUS 3EH 02—HUMAN RESOURCE PLANNING AND RETENTION

(2024 Scheme)

Time : Three Hours

Maximum : 60 Marks

Part A*Answer all questions.**Each question carries 2 marks.*

1. What do you understand by the term Employer Value Proposition (EVP) ?
2. What are job portals ? Give example.
3. Give two examples of ability tests.
4. What are the ways to improve person-job fit ?
5. What are the challenges of Right-Sizing ?

(5 × 2 = 10 marks)

Part B*Answer any four questions from this Part.**Each question carries 4 marks.*

6. What are the right questions to be asked when creating a job description ?
7. What are the top recruitment software ?
8. What are the advantages of using a weighted application blank ?
9. What does a polygraph test reveal ?
10. Discuss the determinants of internal mobility programs.
11. Discuss the consequences of bad recruitment.

(4 × 4 = 16 marks)

Turn over

Part C

*Answer any **three** questions from this Part.*

Each question carries 8 marks.

12. Discuss the significant role of quantitative and qualitative tools in HR forecasting
13. Critically examine the pros and cons of social media recruitment.
14. Examine the key components of an assessment centre and how it is used in HRM.
15. Examine the key questions you would find answers to in the planning and evaluation phase of orientation program.
16. Explain the causes, effects, and solutions of talent drain in India.

(3 × 8 = 24 marks)

Part D

Compulsory Question.

10 marks.

17. Looking ahead, the landscape of strategic human resource planning is poised to undergo transformative shifts driven by evolving technologies, changing work dynamics, and emerging workforce trends. As organizations continue to adapt to the demands of the future, several key trends are expected to shape the trajectory of strategic human resource planning.

Against this backdrop as a HR consultant what future trends do you foresee in strategic human resource planning.

(10 marks)