

D 33221

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Name.....

Reg. No.....

**THIRD SEMESTER M.B.A. DEGREE (2016 SCHEME) EXAMINATION  
JANUARY 2023**

(CUCSS)

M.B.A.

BUS 3EH 03—HUMAN RESOURCE PLANNING AND DEVELOPMENT

Time : Three Hours

Maximum : 36 Weightage

**Part A***Answer all the questions.**Each question carries 1 weightage.*

1. What are objectives of HRP ?
2. What is Job Specification ?
3. Define HRIS ?
4. Define QWL.
5. What is HRD Scorecard ?
6. Define HR Accounting.

(6 × 1 = 6 weightage)

**Part B***Answer any four of the following.**Each question carries 3 weightage.*

7. What is Performance appraisal ? Describe its objectives ?
8. Write a detailed note on Job Evaluation.
9. Discuss the concept and process of HRP.
10. What are the different methods of Human Resource Accounting ?
11. Enumerate the emerging trends and perspectives in HRD.
12. Discuss the various inputs required for a training and development programme.

(4 × 3 = 12 weightage)

**Turn over**

**Part C**

Answer any **three** questions.

Each question carries 4 weightage.

13. Explain the need for conducting Job Analysis and bring out the difference between Job Description and Specification.
14. Explain the various methods of performing HR Audit.
15. How is performance evaluation made? Enumerate the steps.
16. Discuss the importance of HRP process for Indian Organisations.
17. Define HRD and outline the components of HRD.

(3 × 4 = 12 weightage)

**Part D**

**Compulsory Question** (6 weightage).  
*Case Study.*

18. M/s XYZ department store is having a chain of stores in major cities of India with its head quarters at Kochi. In Kochi the store has 350 employees. Performance evaluation is based on graphic rating scale which forms the basis of increments, promotion and posting to attractive positions. Integrity, Dependability, Interest, Leadership, Friendliness, Hardwork and social responsibility form the attributes of the graphic rating scale. Many employees complained to the MD through representations that they were denied increments based on lesser rating and people who were less qualified and less experienced got better rating and hence increments. Nearly one third of the employees are unhappy with the present rating system.

What are the problems you find in the present rating system ? Put up suggestions for improvement. Also propose a better performance evaluation system.

(1 × 6 = 6 weightage)