THIRD SEMESTER M.B.A. DEGREE EXAMINATION, DECEMBER 2019

(CUCSS)

M.B.A.—Human Resource Management

BUS 3EH 03—HUMAN RESOURCE PLANNING AND DEVELOPMENT

(2016 Admissions)

Time : Three Hours   Maximum : 36 Weightage

Part A

Answer the following questions.
Each question carries 1 weightage.

1. Define Human Resource Planning.

2. What is Job Analysis ?

3. What is HR Audit ?

4. Write short note on HRD Climate.

5. What are the objectives of HRIS ?

6. What is Balance Scorecard ?

(6 × 1 = 6 weightage)

Part B

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

7. Describe the various steps in HRP

8. List out the techniques of career development programmes.

9. Bring out the responsibility of different groups in improving quality of work life.

10. Performance Management frequently encounters with conflict. Discuss the nature of conflicts and how they can be resolved.

11. What is Job Analysis ? Describe the process involved in conducting Job Analysis.

12. Enumerate on Human Resource Accounting.

(4 × 3 = 12 weightage)

Turn over

Part C

Answer any **three** *of the following.*
Each question carries 4 weightage.

13. Performance Appraisal is a multi-objective activity that serves as input for many HR action areas. Comment in detail.

14. Describe the implications on HR Planning when an organization is in retrenchment mode?

15. Briefly explain HRD trends.

16. Explain the various steps in HR Audit.

17. Elaborate on the impact of technology on HRP.

(3 × 4 = 12 weightage)

Part D (Case Study)

Compulsory *Question.*
6 *weightage.*

18. In an organization with 200 staff a supervisor was recommended to line manager for out of turn promotion on grounds of extraordinary qualities of leadership in preference to a senior who had the requisite skills of an executive. Both the supervisors came to know about the recommendation. The line manager was asked to take a decision only after one month. After one month it was reported the junior who had been tipped for promotion, had not improved his performance and continued to keep the same pace as the senior who seemed to have taken things in his stride and there was neither increase nor decrease in the seniors' output.

    What would you recommend if you were line manager ?

(1 × 6 = 6 weightage)