

D 91578

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Name.....

Reg. No.....

THIRD SEMESTER M.B.A. DEGREE EXAMINATION, JANUARY 2021

(CUCSS)

M.B.A.

BUS 3EH 03—HUMAN RESOURCE PLANNING AND DEVELOPMENT

(2016 Admissions)

Time : Three Hours

Maximum : 36 Weightage

Part A

Answer all the questions.

Each question carries 1 weightage.

1. What are HRD practices of Indian Industry ?
2. What is self-renewal system ?
3. What is performance planning ?
4. Define culture audit.
5. How does work flow mapping is helpful in HR planning process ?
6. What do you mean by job analysis ?

(6 × 1 = 6 weightage)

Part B

Answer any four of the following questions.

Each question carries 3 weightage.

7. What are the HRD strategies for coping with organizational changes ?
8. What are the uses of career planning ?
9. Discuss the framework for the HRD process.
10. How information system will support for HR planning and development ?
11. How will you design Human Resource Information system ?
12. State the techniques employed in HR planning.

(4 × 3 = 12 weightage)

Turn over

Part C

*Answer any three questions.
Each question carries 4 weightage.*

13. Explain the phases involved in initiating and establishing change.
14. Examine the process of HR management in performance appraisal system modules.
15. Discuss macro level human resource planning.
16. Explain data formats, entry procedures and process.
17. Briefly explain the methods of collecting data for job analysis.

(3 × 4 = 12 weightage)

Part D

Answer the following question which carries 6 weightage.

18. The cost of making bad decision when selecting new employees is leading employers of all sizes to review their selection process. Some smaller companies have taken specific steps to improve their selection practises. ENTKIDS, a firm that develops computer games, requires applicants to go through an audition process. The purpose of the audition is to ensure that applicants understand the culture of the firm and what is required to succeed. Applicants for job using writing skills sometimes complete 50 page written exercises. Prior to being hired, even the HR director had to complete a take-home HR test for 15 hours, in order to make sure he could handle the work demands and expectations of senior managers at ENTKIDS.

Another company city garage, a Calicut based auto service chain with 200 employees selection traditionally was handled by individual store managers who conducted paper and pencil test and conducted one interview resulting with high turnover rates made it clear that a new selection process is needed. Therefore, the firm changed the process of selection :

10 minutes on-line test (personality traits)

Interview (conflict, lack of patience, etc.)

Finally, those applicants still considered, go through interviews with all levels of managers. Even though this is costly and time consuming, the result is low turnover and fewer problems with new employees, especially in the management of change.

Questions:

- (a) What would be some drawbacks in using these processes, especially in larger firms ?
- (b) How this ensures less resistance to change ?

(1 × 6 = 6 weightage)