REV-01
MBA/49/54

2025/11

SET A

MASTER OF BUSINESS ADMINISTRATION
THIRD SEMESTER
MANPOWER PLANNING & RESOURCING
MBA – 303B
[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs. **Full Marks: 70**

Objective

Time: 30 mins. **Marks: 20**

Choose the correct answer from the following: ***1×20=20***

1. Human Resource Management can be define as……..
   a. The sum total of inherent abilities, Knowledge and skill of an employee
   b. The process of forecasting future man power requirements
   c. The process to meet the gap between the internal resources & estimated need by external recruitment
   d. All the above

2. "To administer the procedure of forecasting for department objective setting" is a responsibility of……..
   a. Personnel Department
   b. Staff Manager
   c. Both of them
   d. None above

3. Which procedure will be adopted if shortage of man power is found in an organisation?
   a. Restricted hiring
   b. Reduced Hours
   c. Recruitment & Selection of new employees
   d. Early Retirement

4. In which level of Man Power Planning, it may relate to its man power need for various departments and types of personnel?
   a. Individual Level
   b. National Level
   c. Industry Level
   d. Sector Level

5. Which is not true with Long Range Forecasting?
   a. Parameters are well defined
   b. Beyond 5 Years
   c. Require Mathematical & Statistical Models for calculation
   d. Handled in the special course of budget preparation.

6. Which is not a component of Man Power Planning?
   a. Compensation Act
   b. Forecasting
   c. Training & Development Plan
   d. Recruitment Plan

7. Which is that forecasting where Man Power Planning is done for a time period in between 2 years to 5 years?
   a. Short Range Forecasting
   b. Long Range Forecasting
   c. Intermediate Range Forecasting
   d. None of the above

8. One of the objectives of HRA is to provide.....on HR which help the managers as well as the investors in making decisions.
   a. Qualitative information
   b. Job-sharing information
   c. Quantitative information
   d. Goal- directed information

9. .....is an approach to evaluate the human resource assets by calculating their economic values.
   a. Human Resource Cost Accounting
   b. Human Resource Value Accounting
   c. Human Resource Price Accounting
   d. Human Resource Revenue Accounting

10. Which is true with significance of Human Resource Accounting?
   a. Training & Development of existing employees
   b. Conservation & rewarding of HR
   c. Recruitment planning & selection of new employees
   d. All the above

11. Which is that manpower forecasting technique where established sets of data are required?
   a. Delphi Technique
   b. Work Standard Data
   c. Budgetary Planning
   d. Key Predictive factors

12. Which is that manpower forecasting technique where MPP done by analysing similar type of organisation?
   a. Work Standard Data
   b. Ratio trend analysis
   c. New Venture analysis
   d. Key Predictive Factor

13. Which is not an element of Man Power Planning function?
   a. Workforce Forecast
   b. Laboratory Program
   c. Manpower Assessment
   d. Staffing Program

14. Succession Planning is not based on the information supplied by.....
   a. Performance and potential reviews
   b. Talent Audit
   c. Supply and demand forecasts
   d. External sustainability

15. Which is not an employee feature in Virtual Organisation?
   a. Adaptability
   b. Result Oriented
   c. Effective communication
   d. Uni-skilled

16. Which is not true with the dimensions to maintain employee's performance in Virtual organisation?
   a. Setting performance standard
   b. Discouraging the employees to perform successfully
   c. Facilitating performance by providing required facilities, resources etc
   d. Create a network of employees to share information

17. Which is not a characteristic of Virtual Organization?
    a. Job sharing
    b. Flexi Work & Flexi time
    c. Office-based working
    d. Part time work

18. .....can be defined as an imagined sequence of future events.
    a. Induction
    b. Scenario
    c. Learning
    d. Talent

19. Organisation release activity that takes place due to downsizing or contracting the organisation structure is known as.....
    a. Outplacement
    b. Dismissal
    c. Voluntary Leavers
    d. Redundancy

20. Which is not an element of Talent Management?
    a. Total Punishment
    b. Role Development
    c. Performance Management
    d. Talent Audit

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Descriptive

Time : 2 Hr. 30 Mins. **Marks : 50**

[Answer question no.1 & any four (4) from the rest]

1. Define Man Power Planning? Write various importance of Man Power Planning. "Man Power Planning has some benefits in the organisation". Explain. 1+4+5=10

2. Explain the Man Power Planning Process with the help of a diagram. Write various Problems related to Manpower Planning 6+4=10

3. Define Human Resource Accounting. Write the Basic Premises of HRA. "There exist many Advantages of Human Resource Accounting". Explain those. 2+3+5=10

4. a) Explain various objectives of Human Resource Accounting. 5+5=10
   b) Write on different strategies that should be taken-up by the Manpower Planners in an organisation for doing MPP.

5. a) Define Demand Forecasting. Mention various External & Internal factors that influence the Demand Forecasting in an organisation. 5+5=10
   b) What do you understand by Delphi Technique of Forecasting? Explain the process of Delphi Technique.

6. What do you understand by Knowledge and Knowledge management? Explain the various steps of Knowledge management process. 2+8=10

7. a) What do you understand by Learning Organisation? 5+5=10
   b) "There exist some need of Learning Organisation".-Justify.
   c) What is Induction? Write various importance of Induction.

8. What is Resourcing Strategy? Write various characteristics of Resourcing Strategy. Shortly explain various components of Resourcing Strategy. Explain the process of Career Planning usually adopted in an organisation. 1+3+3+3=10

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