

MASTER OF BUSINESS ADMINISTRATION  
THIRD SEMESTER  
MAN POWER PLANNING AND RESOURCING  
MBA – 303B

**SET  
B**

[USE OMR SHEET FOR OBJECTIVE PART]

Duration: 3 hrs.

Full Marks: 70

Time: 30 mins.

**(Objective)**

Marks: 20

*Choose the correct answer from the following:*

*1 × 20 = 20*

- \_\_\_\_\_ forecasting technique can be done by doing MPP analysis from similar type of organization.  
a. New Venture Analysis                      b. Supply Forecasting  
c. Budgetary Planning                         d. Ratio-trend Analysis
- Which is not true with Judgement Forecasting technique?  
a. Usually experts are the supervisors & the managers of the business      b. This technique is suitable for smaller organization  
c. It is appropriate for the long run forecast      d. None of the above
- Which is not a feature in Virtual Organization?  
a. Self-motivating                                b. Adaptability  
c. Technical competency                        d. Uni-skilled
- Which is wrong option as long as the characteristics of Virtual Organisation are concerned?  
a. Adaptability, Self-commitment, Effective communication      b. Part time work, Job-sharing, Goal directed  
c. Home-based working, Dependency on IT, Customer centered      d. Flexi work, flexi time, flexi workplace
- \_\_\_\_\_ is a social network in which all the horizontal and vertical boundaries are removed.  
a. Virtual organization                         b. Partial virtual organization  
c. Learning organization                      d. Talent management organization
- Which is not true with Learning Organisation?  
a. Globalization of culture                     b. Decreased pace of innovations  
c. Increased competitiveness                d. Increased customer awareness
- "To produce a series of internally consistent postures of alternative future" is \_\_\_\_\_ step the of Scenario Planning.  
a. Step-1    b. Step-2  
c. Step-3    d. None above

8. Which is not an element of Talent Management?
  - a. Talent Audit
  - b. Total reward
  - c. Role development
  - d. Role Consciousness
9. \_\_\_\_\_ is concerned with providing opportunities for people to progress and develop their careers, ensuring that the organization has the flow of talent it needs.
  - a. Talent Management
  - b. Knowledge Management
  - c. Career Management
  - d. Change Management
10. \_\_\_\_\_ activity is done as an organisational release activity for downsizing or contracting the organization.
  - a. Voluntary Leavers
  - b. Dismissal
  - c. Outplacement
  - d. Redundancy
11. \_\_\_\_\_ level Manpower Planning is always done by Central & State Government.
  - a. National
  - b. Industrial
  - c. Sector
  - d. Individual
12. Which procedure will be adopted if 'Shortage of Man power' have found in an organisation?
  - a. Restricted Hiring
  - b. Recruitment & Selection
  - c. Reduced working hours
  - d. VRS & LAY OFF
13. "To advice line managers like Top level management and HR managers on present forecasting techniques" - is a responsibility of \_\_\_\_\_.
  - a. Personnel Department
  - b. Staff Manager
  - c. General Manager
  - d. None the above
14. MPP at Individual level must be done by \_\_\_\_\_.
  - a. Organizational Heads
  - b. Industrial Heads
  - c. Central & State Governments
  - d. Only Central Government
15. Which is not a component of Man Power Planning?
  - a. Forecasting
  - b. Recruitment plan
  - c. Training & Development
  - d. Career planning
16. Which is not true with Short Range Forecasting?
  - a. Handled in the normal course of budget preparation
  - b. Require simple arithmetic calculations to do man power planning.
  - c. 0-2 years
  - d. Parameters are not well-defined
17. HRA is an attempt to identify, quantify and \_\_\_\_\_ investments made in resources of the organization that are presently accounted for under conventional accounting practice.
  - a. Report
  - b. Measure
  - c. Collect
  - d. None above
18. \_\_\_\_\_ is an approach to evaluate the human resource assets by calculating their economic values.
  - a. Human Resource Value Accounting
  - b. Human Resource Cost Accounting
  - c. Human Resource Revenue Accounting
  - d. Human Resource Financial Accounting

19. In \_\_\_\_\_ method, forecasting is done only if 'established sets of data' exist in the organization.
- a. Budgetary Planning
  - b. Work Standard Data
  - c. Key Predictive Factors
  - d. New Venture Analysis
20. The factor 'Laws & Regulatory bodies' that influences the demand forecasting is an example of \_\_\_\_\_ factor.
- a. External
  - b. Internal
  - c. Social
  - d. Cultural
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**(Descriptive)**

Time : 2 Hr. 30 Mins.

Marks : 50

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

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| 1. Define Manpower planning. Write the main objectives of Manpower planning. "There is a process of Manpower Planning"- Explain the process with the help of a Flow diagram.         | 1+3+6=10  |
| 2. Explain the various Strategies for Man Power Planners. Write any three responsibilities of Personnel Department for Manpower Planning.  | 7+3=10    |
| 3. Explain the detail activities of Man power planning. Write briefly on various ranges of Man power planning.   | 6+4=10    |
| 4. Write the definition of Human Resource Accounting? Mention any five objectives of Human Resource Accounting. 'There exist some advantages of Human Resource Accounting'- Justify. | 1+5+4+=10 |
| 5. a) 'Various Strengths are required to do MPP in an organisation'- Explain those<br>b) Define Delphi Technique. Explain the process of Delphi technique.                           | 5+5=10    |
| 6. a) What is Supply Forecasting? Mention the Internal factors that influence Supply Forecasting.<br>b) Explain the Human Resource Trends in Virtual Organisation.                   | 5+5=10    |
| 7. Define Knowledge & Knowledge Management. Explain the process of Knowledge Management.   | 2+8=10    |
| 8. What do you understand 'Resourcing Strategy'? Explain any three characteristics of Resourcing Strategy. Shortly describe the components of Resourcing Strategy.                   | 1+3+6=10  |

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