

**MBA
THIRD SEMESTER
MANPOWER PLANNING & RESOURCING
MBA – 303B**

[USE OMR FOR OBJECTIVE PART]

2024/11

**SET
B**

Duration: 3 hrs.

Full Marks: 70

Time: 20 min.

Marks: 20

(Objective)

Choose the correct answer from the following:

1×20=20

1. Which is not related with Induction?
 - a. Increasing the cost and convenience of early leavers.
 - b. Increasing commitment of employees.
 - c. Accelerating progress up the learning curve
 - d. Clarifying the psychological contact
2. Which step does not come in Scenario Planning?
 - a. To open the minds to a range of possibilities that organizations may have to confront/ face.
 - b. These possibilities are then ordered
 - c. To produce a series of internally consistent postures of alternative future
 - d. Give the advertisement at the end.
3. Which plan helps providing better opportunities and rewards to retain skilled employees in an organisation?
 - a. Resourcing plan
 - b. Retention plan
 - c. Flexibility plan
 - d. Rewarding plan
4. Which is not a characteristic of Virtual Organization?
 - a. Full time work
 - b. Flexi Work
 - c. Home based work
 - d. Part time work
5. Which is not an employee feature in Virtual Organisation?
 - a. Self-motivating
 - b. Adaptability
 - c. Uni-skilled
 - d. Technical competency

6. Which HR function will not be done if there is a surplus of manpower in an organization?
 - a. Recruitment & selection
 - b. Restricted hiring
 - c. Reduced working hours
 - d. VRS & LAY OFF

7. 'To present the overall forecasts of departmental managers and employees for future/ upcoming projects - is a responsibility of _____.
 - a. Personnel Department
 - b. Staff Manager
 - c. None above
 - d. All the above

8. Which can not be a problem of Man Power Planning?
 - a. Employee resistance
 - b. Inaccuracy
 - c. Sufficient Information system
 - d. Uncertainties

9. _____ is the measurement and reporting of the costs incurred to acquire and develop people as organizational resources.
 - a. Human Resource Cost Accounting
 - b. Human Resource Value Accounting
 - c. Human Resource Price Accounting
 - d. Human Resource Revenue Accounting

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

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 'Key Indicators' are always given importance?
 - a. Work Standard Data
 - b. Ratio trend analysis
 - c. New Venture analysis
 - d. Key Predictive Factor

13. Which is not an external factor for Demand Forecasting Technique?
 - a. Employee Separations
 - b. Economic climate
 - c. Changes in Technology
 - d. Social Factor

14. Which is not an Internal factor for Supply Forecasting Technique?
- Employee Turnover
 - External movements & Promotions.
 - Making allowances of absenteeism & overtime work.
 - Changes in hours & other conditions of work
15. Which is not true with the dimensions to maintain employee's performance in Virtual organisation?
- Create a network of employees to share information
 - Discouraging the employees to perform successfully
 - Facilitating performance by providing required facilities, resources etc
 - Setting performance standard
16. Which is not a component of Man Power Planning?
- Forecasting
 - Recruitment Plan
 - Selection Plan
 - Training & Development Plan
17. "To monitor & measure performance against the plan & keep the top level management informed about it" is a responsibility of _____.
- Personnel Department
 - Staff Manager
 - Both of them
 - None above
18. Occupational distribution and geographical mobility of personnel are the examples of _____ Man Power Planning.
- Industry Level
 - National Level
 - Individual Level
 - Sector Level
19. In which level of Man Power Planning, everything is look after by the Industrial Heads?
- Individual Level
 - National Level
 - Industry Level
 - Sector Level
20. Which is not true with Long Range Forecasting?
- Parameters are well-defined.
 - Beyond 5 Years
 - Require Mathematical & Statistical Models for calculation
 - Handled in the special course of budget preparation.

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(Descriptive)

Time: 2 hr. 40 mins.

Marks: 50

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

1. What do you understand by Man Power Planning? Mention the main objectives of Man Power Planning. Explain the Man Power Planning Process with the help of a diagram. 1+3+6=10
2. Explain various strategies that should be taken by the manpower planners in an organisation. Write different benefits of Man Power Planning. 7+3=10
3. Define Human Resource Accounting. Write the Basic Premises of HRA. Explain various objectives of Human Resource Accounting. 2+3+5=10
4. "There exist a few advantages and disadvantages of Human Resource Accounting"- explain those. 5+5=10
5. a. Define Judgment technique of forecasting and explain its characteristics. 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 management? Explain the various steps of Knowledge management process. 5+5=10
7. Define Virtual and Partial Virtual Organisation. Write the Human Resource Trends in Virtual Organisation. Write the need for Learning Organisation. 2+4+4=10
8. a). Define Career Management. Write the steps of Career Planning. 5+5=10
b). What is 'Release from the Organisation'? Explain various Organisational Release Activities

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