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MBA/IIIS/HR-304/13

2013

MASTER OF BUSINESS ADMINISTRATION

[Third Semester Examination]

**HUMAN RESOURCE : PLANNING AND
UTILISATION**

Specialisation : (*Human Resource Management*)

PAPER—HR-304

Full Marks : 100

Time : 3 hours

The figures in the right-hand margin indicate marks

***Candidates are required to give their answers in their
own words as far as practicable***

Illustrate the answers wherever necessary

**Write the answers to Questions of each Half
in separate books**

(Turn Over)

(2)

FIRST HALF

[Marks : 50]

1. Answer any *four* questions : 5 × 4

- (a) State the objectives of Human Resource Planning.
- (b) Distinguish between 'Job description' and 'Job specification'.
- (c) Write a note on 'Role Analysis Technique' (RAT).
- (d) State the limitations of Human Resource Planning.
- (e) At the beginning of a year, a firm has 300 employees, while at the end it has 250. Assume no recruitment has been made in between compute the labour turnover index.

(f) Godrej has the following manpower data for their health care division for the past 6 years.

Year	2007	2008	2009	2010	2011	2012
Manpower :	500	600	800	1,000	1,100	1,300

Forecast the manpower requirement in 2013 using a 4-period and 6-period moving average.

2. Answer any *two* questions : 10 × 2

(a) From the following manpower system of a firm, calculate the number of managers for the next year using Markov Chain Model :

Particulars	MT	AM	M	SM
No. of employee	60	180	50	10
Employee turnover rate	22%	30%	10%	4%
New recruitments as a % of total requirements :	95%	5%	—	—
Percentage promoted to next levels (per annum)	78%	5%	2%	—

[MT stands for Management Trainee, AM for Assistant Manager, M for Manager and SM for Senior Manager].

(4)

(b) Describe the impact of technology on HRP.

(c) A caterer keeps on reserve cooks during marriage season. Previous experiences indicates the daily demand of cooks is as under :

Daily demand : 0 10 20 30 40 50

Probability : .01 .20 .15 .50 .12 .02

Consider the following sequence of random numbers :

48, 78, 19, 51, 56, 77, 15, 14, 68, 09

Using this sequence, simulate the demand for the next 10 days applying Monte Carlo simulation technique.

[*Internal Assessment* : 10 Marks]

SECOND HALF

[*Marks* : 50]

(5)

3. Answer any *four* questions : 5 × 4

- (a) Write down the advantages of panel interview.
- (b) State the objectives of career planning.
- (c) Why is human resource accounting done ?
- (d) Write a short note on 'Competency Mapping'.
- (e) How does HRIS facilitate HRP ?
- (f) What do you understand by 360° performance appraisal ?

4. Answer any *two* questions : 10 × 2

- (a) What is career planning ? Describe the different stages of career planning. 3 + 7
- (b) Briefly describe different types of selection test. 10
- (c) Discuss in detail the 'cost approach' of Human Resource Accounting. 10

[*Internal Assessment* : 10 Marks]