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Total Number of Pages: 02

Course: MBA
Sub Code: 18MBA301C

3rd Semester Regular/Back Examination: 2024-25

Manpower Planning

BRANCH(S): MBA, FM&HRM, LSCM, RM, BA, FM, GM, HRM, IB, MM

Time: 3 Hours

Max Marks: 100

Q.Code: R050

Answer Question No.1 (Part-1) which is compulsory, any eight from Part-II and any two from Part-III.

The figures in the right-hand margin indicate marks.

Part-I

Q1 Answer the following questions:

(2 x 10)

- a) How selection is different from recruitment?
- b) Write a short note on underutilization of manpower.
- c) How employee turnover can be measured?
- d) Write a short note on behavioral interviews.
- e) What do you mean by potential mapping?
- f) How succession planning crucial for an organization?
- g) What are various methods used in HRP?
- h) How employees' dashboard helpful for manpower planning?
- i) What do you mean by workforce trend analysis?
- j) How manpower control and reviews work?

Part-II

Q2 Only Focused-Short Answer Type Questions- (Answer Any Eight out of Twelve)

(6 x 8)

- a) What are the prerequisites of effective Human Resource Planning?
- b) Elucidate the use of technology in manpower planning.
- c) "The process of HR planning is within the business system". Comment.
- d) What are the obstacles towards seamless manpower demand forecasting?
- e) "Manpower planning is helpful in strategic management". Analyze.
- f) How the market or external factors influence workforce planning?
- g) How job analysis helps manpower planning?
- h) Explain the process of organizational competency building.
- i) Explain the significance of strategic staffing.
- j) Explain the process cohort analysis in brief.
- k) Distinguish demand forecasting from supply forecasting.
- l) How the employee data useful in competency management?

Part-III

Only Long Answer Type Questions (Answer Any Two out of Four)

- Q3** Discuss the necessity of HR planning. What are the narrow and broad implications of manpower planning? (16)
- Q4** What is the procedure of potential mapping? How competencies of individuals can be resulted in to performance? (16)
- Q5** Discuss some statistical methods and mathematical techniques often useful in manpower forecasting. (16)
- Q6** Human resource should be approached as a business process to manage successfully. Critically examine. (16)