

**MASTER OF BUSINESS ADMINISTRATION
THIRD SEMESTER (SPECIAL REPEAT)
MANPOWER PLANNING & RESOURCING
MBA-303 B**

(Use separate answer scripts for Objective & Descriptive)

Duration : 3 hrs.

Full Marks : 70

[PART-A : Objective]

Time : 20 min.

Marks : 20

Choose the correct answer from the following:

1X20=20

1. 'To assist, counsel, and pressurize the operating management to plan and establish objective'- is a responsibility of_____.
 - a. Personnel Department
 - b. Staff Manager
 - c. Head of the Department
 - d. All the above
2. Ranges of Man power forecasting beyond 5 years is a kind of _____ forecasting.
 - a. Long-range Forecasting
 - b. Short- range Forecasting
 - c. Intermediate -range Forecasting
 - d. None of the above
3. To report about man power utilization in the present and the past is a responsibility of _____.
 - a. Personnel Department
 - b. Staff Manager
 - c. Administrative Manager
 - d. Line Manager
4. Which is that level where MPP usually done by Central and State Government?
 - a. Industry level
 - b. Individual level
 - c. Sector level
 - d. National level
5. In which step of man power planning the 'auditing of human resources' has been conducted?
 - a. Step 1
 - b. Step 2
 - c. Step 3
 - d. Step 4
6. _____ is an approach to evaluate the human resource assets by calculating their economic values.
 - a. Human Resource Cost Accounting
 - b. Human Resource Asset Accounting
 - c. Human Resource Revenue Accounting
 - d. Human Resource Value Accounting
7. Which is not a component of MPP?
 - a. Forecasting
 - b. Selection plan
 - c. Recruitment plan
 - d. Training & Development plan
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. Job-sharing information
 - b. Goal-directed information
 - c. Qualitative information
 - d. Quantitative information
9. _____ is appropriate for short run forecasting.
 - a. Demand Forecast
 - b. Supply Forecast
 - c. Judgment
 - d. Delphi Technique

10. Which is that forecasting technique where opinion has been taken from a group of external experts?
- | | |
|-----------------------|---------------------------------|
| a. Delphi Technique | b. Ratio-trend analysis |
| c. Judgment Technique | d. Demand Forecasting Technique |
11. MPP that can be done by analyzing similar type of organization- is known as_____.
- | | |
|---------------------------|-------------------------|
| a. Key Predictive factors | b. New venture analysis |
| c. Work standard data | d. Budgetary planning |
12. Which is not an internal factor that influences the demand forecasting of MPP?
- | | |
|----------------------------|-----------------------------|
| a. Budget Constraint | b. Organizational Structure |
| c. New product development | d. Competition |
13. 'Intermediate range of forecasting' is the one which covers the time period of_____.
- | | |
|-----------------|-------------------|
| a. 0 to 1 year | b. 1 to 2years |
| c. 2 to 5 years | d. Beyond 5 years |
14. Which stage comes after 'Select Stage' in Knowledge management process?
- | | |
|------------------|----------------|
| a. Collect stage | b. Share stage |
| c. Create stage | d. Store stage |
15. Types of organization which physically perform certain activities and outsource remaining activities are known as_____.
- | | |
|---------------------------|---------------------------------|
| a. Virtual Organization | b. Learning Organization |
| c. Knowledge Organization | d. Partial Virtual Organization |
16. Which is not an employee's feature of Virtual Organization?
- | | |
|------------------------|------------------|
| a. Physical competence | b. Multi-skilled |
| c. Self-commitment | d. Adaptability |
17. Which is not an element of Talent Management?
- | | |
|----------------------------|---------------------|
| a. Performance Management | b. Total Punishment |
| c. The resourcing strategy | d. Talent Audit |
18. Succession Planning is based on the information supplied by_____.
- | | |
|-----------------------------------|------------------|
| a. Performance & Potential Review | b. Talent Audit |
| c. Supply & Demand forecast | d. All the above |
19. _____ is a method which helps the redundant employees to find other work or start new careers.
- | | |
|----------------------|---------------|
| a. Outplacement | b. Dismissal |
| c. Voluntary Leavers | d. Redundancy |
20. 'To examine the possible consequences and decide- how to deal with' is an important objective of_____.
- | | |
|-------------------------|----------------------|
| a. Talent Management | b. Career Management |
| c. Knowledge Management | d. Scenario Planning |

(PART-B : Descriptive)

Time : 2 hrs. 40 min.

Marks : 50

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

1. What is Man Power Planning? Write the importance of Man Power Planning. Explain the usefulness of Man Power Planning in different levels. 2+4+4=10
2. What do you understand by 'Knowledge Management'? Explain all the steps of Knowledge Management process usually adopted in an organization. 2+8=10
3. a. Define Human Resource Accounting. Write the basic premises of HRA. 5+5=10
b. "HRA is not accepted in many places", -Why? Write any three disadvantages of HRA.
4. a. Define Demand Forecasting. Write few Internal as well as External factors that influence Demand Forecasting. 5+5=10
b. What is Judgement Forecasting? 'Judgement forecasting is appropriate for the short run forecast'- why- Justify.
5. Write the process of Man Power Planning. Explain any three responsibilities of Personnel Department as well as that of Staff manager regarding Man Power Planning. 4+3+3=10
6. a. Define Virtual Organization. Write the Human Resource trends in Virtual organization. 5+5=10
b. Explain - how 'Virtual Organization' can be more beneficial in today's environment.
7. What you understand by 'Resourcing strategy'? Explain the components of Resourcing Strategy. Define Induction and mention the importance of Induction in an organization. 1+4+1+4=10
8. a. What is Career Management? Explain the steps in Career Planning. 5+5=10
b. "There is a need of Learning organization to achieve success in today's competitive world"- Justify.

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