

Code: 14E00306

MBA III Semester Supplementary Examinations July 2016

HUMAN RESOURCE PLANNING

(For students admitted in 2014 only)

Time: 3 hours

Max. Marks: 60

All questions carry equal marks

SECTION – A

Answer the following: (05 X 10 = 50 Marks)

- 1 Explain human resource planning strategies.
OR
- 2 'Human resource planning is important to achieve organizational effectiveness'. Discuss.
- 3 What is man power inventory? What are the different forecasting techniques?
OR
- 4 Explain the usage of system approach in HRP.
- 5 What is recruitment? Describe the process of recruitment.
OR
- 6 Explain the importance of career planning for individuals and organizations.
- 7 What is job redesigning and give its importance? Discuss the techniques of job redesigning.
OR
- 8 What is attrition? Explain the strategies for employee retention.
- 9 Explain human resource information system and human resource accounting.
OR
- 10 Explain the staffing policy. What are retrenchment, retirement and redeployment?

SECTION – B

(Compulsory Question)

01 X 10 = 10 Marks

11 **Case study:**

AAA Hand Loom (AAAHL) is a weaving factory which covers around 50% of market. There are seven small factories (seven subsidiaries) which are owned by boss of AAAHL. Each subsidiary has fourteen (14) handlooms on its own. It has 98 (7 * 14) handlooms in several places of Maruthamunai. There are seven handloom factories (7 owners-muthalaalies). Each has employees (weavers) & assistants to employees (assistant to weavers). Management hierarchy refers to all top level, middle level and lower level functions are carried out by seven handloom factories (7 owners-muthalaalies) on their own and alone. Owners (7 owners-muthalaalies) act as top level executive, functional manager and lower level manager (supervisor). Owner (boss) is the overall in charge of the 7 handloom factories.

- (a) Evaluate the HRP status in AAAHL.
- (b) Do you feel existing structure is good enough to manage? If not what kind of changes would you like to make in terms of HR planning and why?
