Roll No. ....

Total Pages : 2

MMS/M-14   **13281**

HUMAN RESOURCE PLANNING AND DEVELOPMENT
Paper : HRM-402

Time : Three Hours]   [Maximum Marks : 70

Note : Attempt 11 questions in all. Part -A comprises of 10 short answer type questions of 5 marks each. Part-B comprises of 5 questions of 10 marks each. Attempt any *eight* Questions from Part-A and any *three* Questions from Part-B.

PART-A

1. What is the difference between Macro and Micro Perspectives of human resource planning? What objectives does each serve?

2. Differentiate between concept of competency and competence.

3. What is Redeployment? Discuss its practical uses for dealing with workforce adjustment problems.

4. Compare and Contrast Management Development with Training & Development.

5. Figure out the reasons behind slow progress of Competency based HRM in Indian Organisations.

6. Identify various environmental pressures which pose a significant impact on HR plans of an organisation.

7. Briefly throw light on various stages of the HR Planning Process. Does HR planning process change according to the nature/type of the organisations or it remain same for all?

8. Why employee retention has become a problematic issue for modern organisations. What specific measures would you suggest to modern organisations for tackling this issue.

13281/900/KD/1219   [P.T.O.

9. Highlight what are the most pertinent issues which should not be ignored while framing training and development plans ?

10. What are employee separations? Specify what should be done by those organisations whose employee separations rate are mounting high?

PART-B

11. Describe the linkage between human resource planning and strategic planning. Why has HR Planning become more significant in the contemporary business environment? Discuss with examples.

12. Discuss the methods that can be used by a firm for forecasting human resource supply. What is the importance of succession planning in managing internal human resource supply?

13. Why talent management is considered important in today's scenario? Figure out the recent trends in talent management in Indian organisations. Why the concept has its slow acceptability in Indian organisations.

14. Elucidate the various methods and approaches of competency development which are most commonly used by the organisations which are doing Competency-based HR activities.

15. Define Management Development. Describe some of the modern methods and techniques for development of managers in contemporary organisations. How evaluation of a MDP program is done in Indian Organisations?

13281/900/KD/1219   2