THIRD SEMESTER M.B.A. DEGREE EXAMINATION, DECEMBER 2018

(CUCSS)

M.B.A.

Specialisation : Human Resource Management

BUS 3EH 03—HUMAN RESOURCE PLANNING AND DEVELOPMENT

(2016 Admissions)

Time : Three Hours

Maximum : 36 Weightage

Part A

Answer all the questions.
Each question carries 1 weightage.

1. What are habituation challenges ?

2. What is self-renewal system ?

3. HRD vs HRP.

4. List out the objects of employee monitoring.

5. Enlist the merits of verbal communication in HR planning and development.

6. What do you mean by job analysis ?

(6 × 1 = 6 weightage)

Part B

Answer any four of the following questions.
Each question carries 3 weightage.

7. What are the HRD strategies for coping with organizational changes ?

8. What is performance appraisal ? How potentials and career development is important in performance management ?

9. Discuss the framework for the HRD process.

10. How does the work culture and climate of the organization influences HRD ?

11. Why retention strategy is important in HR planning ?

12. State the techniques employed in HR planning.

(4 × 3 = 12 weightage)

Part C

Answer any three questions.
Each question carries 4 weightage.

13. What are the uses of career planning ?

14. Explain the significance of human resource information system.

15. Discuss macro level human resource planning.

16. Describe a career development programs.

Briefly explain the methods of collecting data for job analysis.

(3 × 4 = 12 weightage)

Part D

Answer the following question which carries 6 weightage.

17. The New Delhi Arts project has its headquarters in South Delhi. The project has five full-time employees, but during festive seasons, they hire as many as six part-time workers to type, address enveloped and sends out mailings. Sumana, for instance was the executive director head of the office, but she would be found doing the same job like the part-timers.

Despite a constant sense of being a month behind, the office ran relatively smoothly. The office would be stacked with people sometimes but that would not put down the workers. The office had started to spend more on part-timers. Hence, Mr. Vicky, the office co-ordinator suggested to get a computer. Vicky was fresh out of college and to him computer was a tool to make job easier. But his belief was not shared by others in the office, they felt the computer would eat the project's mailing list, send wrong things to wrong people, convincing them that the project was a fearless organization that did not care.

Sumana began to wonder if they should get a computer or not? So, did the others. They consulted Sumana regarding this issue after the office hours. They began to feel that they will have to look out for other job. They feared that they will have to learn the computer language along with the English Vocabulary which they are still struggling to improvise.

One day morning, Sumana called Vicky into the office and asked him if he could recommend any computer consultants. Sumana had read an article about computers that had changed her mind. Vicky was pleased because sumana had evidently accepted the idea of a computer in the office. But at the same point, Vicky realised that he has a lot of work to do henceforth.

Questions :

(a) Is organization development appropriate in this situation ? Why or why not ?

(b) How bad does this organization need performance counselling ?

(1 × 6 = 6 weightage)