



BRAINWARE UNIVERSITY

Term End Examination 2018 - 19

Programme – Master of Business Administration

Course Name – Human Resource Planning and Human Resource Development

Course Code – HR302

(Semester – 3)

Time allotted: 3 Hours

Full Marks : 70

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group –A

(Multiple Choice Type Question)

10 x 1 = 10

1. *Choose the correct alternative from the following*

(i)

Manpower demand forecasting method which smoothens random errors in a time-series data is known as:

- a. Managerial judgment
- b. Exponential smoothing
- c. Balanced scorecard
- d. None of these

(ii) Supply forecasting method where compilation of the skills, education and experiences of current employees is done:

- a. Skill inventory
- b. Succession planning
- c. Replacement chart
- d. None of these

(iii) Cohort analysis is a tool for:

- a. Demand forecasting
- b. Utilization analysis
- c. Wastage analysis
- d. None of these

(iv) Markov analysis is a:

- a. Demand forecasting method
- b. Supply forecasting method
- c. All of these
- d. None of these

(v) A job design strategy that increases the variety of responsibilities but requires the same skill level is referred as:

- a. Job enlargement
- b. Job enrichment
- c. Job rotation
- d. All of these

- (vi) Organization, where employees are provided with the opportunity to learn on continuous basis is:
- a. Formal
 - b. Informal
 - c. Bureaucratic
 - d. Learning
- (vii) Which of the following is the best term to describe people who guide and suggest suitable learning experiences for their subordinates in their organisations:
- a. Trainers
 - b. Line managers
 - c. Coaches
 - d. Mentors
- (viii) A company has 200 employees. Among them, 160 employees have been working more than 1 year. The total workforce stability index of that company is:
- a. 0.75
 - b. 0.8
 - c. 0.85
 - d. 0.9
- (ix) A company had 150 employees at the beginning of a year. The total number of employees went down to 140 at the end of that year due to separation of 10 employees. The annual employee turnover rate is:
- a. 0.05
 - b. 0.069
 - c. 0.067
 - d. 0.04
- (x) Which of the following is NOT a level of Kirkpatrick's Model of training evaluation:
- a. Reaction
 - b. Learning
 - c. Perception
 - d. Behaviour

Group – B

(Short Answer Type Questions)

3 x 5 = 15

Answer any *three* from the following

- | | |
|--|---|
| 2. Briefly define Management Development Program (MDP). | 5 |
| 3. Explain how technology affects HRP. | 5 |
| 4. Explain the role of productivity plan. | 5 |
| 5. Explain the role of HR audit in organization | 5 |
| 6. Judge the impact of employee redundancy on organizations. | 5 |

Group – C

(Long Answer Type Questions)

3 x 15 = 45

Answer any *three* from the following

7. (a) Define managerial estimates. 5

(b) There were 60 employees in the assistant manager position in 2018. Out of them, 87 percent are expected to be retained in the same position next year based on their current performance. The organization can anticipate that 6 percent of the assistant manager population would receive promotion as managers. In addition, the past trends show that 7 percent of assistant managers will leave organization. In addition, out of the 50 management trainees (the level below), 10 percent would be absorbed as assistant managers. What will be the number of projected assistant managers next year? Draw the probability matrix also. 10

8. (a) Interpret the method of management games. 2

(b) The following table shows year-wise data of production output and manpower strength for a company:

Year	Production Output (in specific unit)	Manpower Strength (in hundred)
2014-15	7	2
2015-16	15	4
2016-17	11	3
2017-18	18	6
2018-19	21	7

Forecast the manpower demand for the year 2019-20 using regression method with respect to projected production output of 25 units. 10

(c) Judge the effectiveness of career planning for individual development. 3

9. (a) Define work study method. 5
 (b) The following table shows year-wise data of production output and manpower strength for a company:

Year	Production Output (in 10 ⁵ metric ton)	Manpower Strength (in hundred)
2014-15	5	3
2015-16	12	4
2016-17	15	5
2017-18	17	7
2018-19	20	10

Forecast the manpower demand for the year 2019-20 using regression method with respect to projected production output of 22x10⁵ metric ton. 10

10. (a) State the significance of outbound training 2
 (b) There were 35 employees in the manager position in 2013. Out of these, 82 percent are expected to remain in that position next year (based on past levels of activity). The organization can anticipate that 8 percent of the manager population would be promotable to the role of plant manager. In addition, the past trends show that 10 percent of employees at this level are lost to turnover. In addition, out of the 110 team leaders (the level below), 11 percent would be eligible for promotion to a managerial position. What will be the number of projected managers next year? Draw the probability matrix as well. 10
 (c) Judge the effectiveness of job design process. 3
11. (a) State the significance of vestibule school. 2
 (b) How Kaizen contributes to effective HRD process. 3
 (c) Assess the utility of suggestion scheme. 3
 (d) Make a comparative analysis of efficiency of off-the-job and on-the-job training methods. 7
