BRAINWARE UNIVERSITY

Term End Examination 2024-2025
Programme – BBA-2022
Course Name – Human Resource Planning
Course Code - BBAD502H
(Semester V)

Full Marks : 60　　　　　　　　　　　　　　　　　　　**Time : 2:30 Hours**

[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)　　　　　　　1 x 15=15

1. *Choose the correct alternative from the following :*

(i) Which among the following options is application oriented?

   a) Training　　　　　　　　　　　　b) Education
   c) Instruction　　　　　　　　　　　d) Development

(ii) Classify which of the following is not a method of Individual Training Need Identification?

   a) Attitude Survey　　　　　　　　b) Work Sample
   c) Exit Interview　　　　　　　　　d) Interview

(iii) Identify the correct option: Training is most effective in resolving _____.

   a) Skill gaps　　　　　　　　　　　b) Attitudinal problems
   c) Poor motivation　　　　　　　　d) Attendance issues

(iv) Choose the type of training is often associated with a lower direct cost.

   a) Off-the-job training　　　　　　b) On-the-job training
   c) Virtual training　　　　　　　　d) Self-paced learning

(v) Choose the correct option: In off-the-job training employees often gain _____.

   a) Theoretical understanding　　　b) Immediate job application
   c) Hands-on knowledge　　　　　d) Real-world experience

(vi) Job Description doesn't contain detail about

   a) Educational qualification　　　b) Job summary
   c) Location　　　　　　　　　　　d) Working Condition

(vii) Which of the following is not a form of external source of recruitment?

   a) Media advertisement　　　　　b) Internal advertisement
   c) Employment agencies　　　　　d) Poachers

(viii) Demand forecasting in HRP refers to

a) Predicting future HR requirements

b) Evaluating the current workforce's skills

c) Identifying potential candidates for promotion

d) Assessing employee morale

(ix) Benchmarking in HRP defines

a) Setting performance targets for employees

b) Comparing HR practices with industry standards or best practices

c) Conducting employee training programs

d) Assessing employee morale

(x) Identify the key concept associated with Human Resource Development.

a) Transactional HR functions

b) Enhancing employee competencies and performance

c) Outsourcing HR functions

d) Reducing employee benefits

(xi) Identify the aspect of HRD planning crucial for boosting employee motivation in Indian companies.

a) Enhancing work-life balance

b) Offering flexible work schedules

c) Linking rewards with performance

d) Job rotation

(xii) Trace the impact of job design on employee motivation.

a) Reduces opportunities for career growth

b) Increases job satisfaction and engagement

c) Decreases job performance

d) Lowers employee retention rates

(xiii) Apply the implications of workforce diversity on global job design strategies.

a) Emphasize cultural sensitivity and create diverse job roles

b) Standardize job roles

c) Reduce flexibility in job design

d) Ignore cross-cultural differences

(xiv) Choose the benefit of linking performance appraisal to the HRM process.

a) Improves workforce planning

b) Reduces recruitment costs

c) Lowers the need for employee feedback

d) Limits employee autonomy

(xv) Apply an effective selection process to reduce hiring risks.

a) Hire based on intuition

b) Use structured interviews and assessments

c) Focus on internal hiring only

d) Skip background checks

Group-B
(Short Answer Type Questions)   3 x 5=15

2. Examine the use of absolute and relative performance standards in performance measurement.   (3)
3. State the key steps involved in the Human Resource Planning process.   (3)
4. Illustrate the concept of demand forecasting in HRP and its relevance.   (3)
5. Discuss the role of diversity and inclusion in the recruitment and selection process.   (3)
6. Distinguish between Structured Vs unstructured interview.   (3)

OR

Classify the functions of HRM, HRD and HRP.   (3)

Group-C
(Long Answer Type Questions)   5 x 6=30

7. Illustrate any four types of interviewing methods.   (5)
8. Interpret the steps involved in Human Resource Planning.   (5)
9. Infer on the contribution of Human Resource Planning (HRP) towards achieving corporate objectives.   (5)

10. Analyze the implications of demographic changes, such as an aging workforce, on Job Design. (5)
    How can organizations adapt their job roles to accommodate a diverse range of ages and
    needs while ensuring productivity and engagement?

11. Analyze various performance appraisal methods, such as 360-degree feedback, graphic rating (5)
    scales, and critical incident techniques.

12. Compare the effects of positive and negative attitudes on team dynamics. (5)

OR

Justify the role of HR in fostering a positive attitude among employees. (5)

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