BRAINWARE UNIVERSITY

Term End Examination 2023-2024
Programme – MBA-2022
Course Name – Manpower Planning, Recruitment and Selection
Course Code - HR302
(Semester III)

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) Effective manpower planning is observed as ___ the right number of people and the right kind of people at the right place and at the right time doing the right things.

a) Utilizing   b) Maintaining
c) Motivating   d) Hiring

(ii) Following forecasting, the technique uses a recall practice of the firm or organization keeping the principal year as a basis and a central tendency or measure.

a) Expert forecast   b) Workforce evaluation
c) Trend analysis   d) Workload analysis

(iii) _____ is more of a psychological benefit recognising the deserving employee .

a) Knowledge sharing   b) Performance feedback
c) Monetary rewards   d) Recognition

(iv) Associate when workers pick up skills while working along with experienced workers in an organization, it is called

a) induction   b) off the job training
c) leadership program   d) on the job training

(v) Express the prime function of which role is to conduct and supervise traning and development programs for employees .

a) HR managers   b) Training manager
c) CEO   d) Personal manager

(vi) Give example of the cost effective way of developing manpower ?

a) e – learning   b) LMS
c) both of them   d) none of these

(vii) _____ is a relatively experimental concept of the method of recruitment.

a) Train to hire   b) Direct hiring
c) Earn while you learn   d) Apprenticeship

(viii) When any person describes activities within a frame or a large organization, it is articulated as _____.

a) Talent management
b) Entrepreneurship
c) Employee engagement
d) Talent engagement

(ix) According to _____, the individuals' future behaviors, beliefs, and values will be a interpreted of his past behaviors, beliefs, and values.

a) Competency mapping
b) Standard interviews
c) Behavioral event interviewing
d) Arithmetic resource calculation

(x) Employee performance _____ is compared from peers, colleagues, seniors, subordinates, and the management.

a) Checing
b) Rating
c) Feedbac
d) Evaluation

(xi) Dissect the full form of AIDA – a four-point guide used by experienced advertisers?

a) Create abstract, develop industrious ads, defiant and acceptable
b) Being accessible, should be inexpensive, detailed and alluring
c) Attract attention, develop interest, create desire and instigate action
d) None of the above

(xii) Focusing on the right people in rival companies, offering them better terms and luring them away is popularly called as _____.

a) Competition
b) Acquisition
c) Poaching
d) None of the above

(xiii) Consider which are general costs incurred in the recruitment process.

a) Costs of material
b) Costs of overtime and outsourcing while the vacancies remain unfilled
c) Costs of property
d) None of the above

(xiv) _____ is the process of editorializing between applicants in order to identify and hire those with a greater likelihood of success in a job.

a) False negative error
b) Training
c) Selection
d) None of the above

(xv) May be defined as a strategy for the procurement, development, allocation and utilization of an enterprise's human resources.

a) HRM
b) Manpower planning
c) Induction
d) Career management

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

2. Describe the process of HRP.   (3)
3. Determine important aspects of Human Resource planning.   (3)
4. Explain various components of Job Description with example   (3)
5. Distinguish between on-the-job and off-the-job training   (3)
6. Analyse steps in the organisation of a management development programme   (3)

OR

Compare between In-basket and Case study methods.   (3)

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

7. Relate HRP with other human resource management activities.   (5)
8. Describe how has the emergence of the Internet changed the way that organizations plan (5)
   and manage their human resource needs.

9. Provide some suggestions on how to improve the effectiveness of human resource planning. (5)

10. Develop a customized training needs analysis process for an organization, incorporating a variety of data collection methods and tools. (5)

11. Choose an evaluation framework that considers the impact of training and development programs on employee performance, engagement, and organizational outcomes. (5)

12. Anticipate how can an organization use HRIS to increase efficiency and decrease the costs within human resource activities, especially manpower planning. (5)

OR

Assess executive development and it's significance. (5)

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