



BRAINWARE UNIVERSITY

Term End Examination 2025-2026

Programme – BBA-Hons-2023

Course Name – Human Resource Planning

Course Code - BBA60206B

(Semester VI)

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) Select the main importance of HRP in organizations
 - a) Reduces training cost
 - b) Improves employee morale
 - c) Avoids surplus and shortage
 - d) Enhances discipline
- (ii) Select the method that relies on expert opinion
 - a) HR audit
 - b) Delphi technique
 - c) Replacement chart
 - d) Work study
- (iii) Select the tool that shows replacement positions
 - a) Skill inventory
 - b) Replacement chart
 - c) Succession plan
 - d) Job description
- (iv) Select the advantage of effective HRP
 - a) High absenteeism
 - b) Employee dissatisfaction
 - c) Better utilization of HR
 - d) Increased conflict
- (v) Identify the importance of ROI in HR management
 - a) Improves discipline
 - b) Justifies HR investment
 - c) Reduces absenteeism
 - d) Controls unions
- (vi) Identify the Balanced Scorecard perspective aligned with HR learning
 - a) Financial
 - b) Customer
 - c) Internal process
 - d) Learning and growth
- (vii) Identify the purpose of benchmarking in HR
 - a) Employee control
 - b) Performance comparison
 - c) Wage fixation
 - d) Discipline
- (viii) Identify the meaning of human resource audit
 - a) Employee survey
 - b) Systematic HR evaluation
 - c) Payroll checking
 - d) Welfare activity
- (ix) Choose the primary focus of strategic planning

- a) Daily operations
- b) Long-term organizational goals
- c) Employee discipline
- d) Payroll control
- (x) Choose the outcome of workforce analysis
 - a) Employee satisfaction
 - b) Workforce profile assessment
 - c) Wage fixation
 - d) Conflict resolution
- (xi) Choose the method used in employee selection
 - a) Job posting
 - b) Interview
 - c) Induction
 - d) Orientation
- (xii) Choose the strategic advantage of integrated HR planning
 - a) Short-term savings
 - b) Competitive advantage
 - c) Increased paperwork
 - d) Centralization
- (xiii) Choose the stage that determines pay structure
 - a) Market survey
 - b) Job evaluation
 - c) Performance rating
 - d) Promotion
- (xiv) Choose a risk of linking performance to pay
 - a) Higher transparency
 - b) Rating inflation
 - c) Skill development
 - d) Employee trust
- (xv) Cite how succession planning supports organizational strategy
 - a) Short-term focus
 - b) Aligns talent with goals
 - c) Ignores future needs
 - d) Focuses only on CEOs

Group-B

(Short Answer Type Questions)

3 x 5=15

- 2. Describe the relationship between HRM, HRP, and HRD. (3)
- 3. Explain how ROI contributes to strategic HR decision-making. (3)
- 4. Explain the concept of benchmarking in Human Resource Management. (3)
- 5. Articulate the concept of human resource forecasting. (3)
- 6. Distinguish between traditional performance appraisal and 360-degree performance appraisal. (3)

OR

- Distinguish between succession planning and replacement planning. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

- 7. Define Human Resource Planning (HRP). (5)
- 8. Define methods, tools, and techniques of HRP. (5)
- 9. Explain the pitfalls and applications of ROI in HR areas. (5)
- 10. Estimate the process of preparing a roadmap for succession planning (5)
- 11. Estimate the importance of competency mapping in succession planning (5)
- 12. Explain performance measurement methods in strategic performance management (5)

OR

- Explain the integration of performance appraisal and compensation in HR planning (5)

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