

Roll No. ....

**Subject Code—8186-X**

**M.B.A. EXAMINATION**

(Third Semester)

(Re-appear 2009 Onwards)

**OBH-313**

**HUMAN RESOURCE PLANNING &  
DEVELOPMENT**

*Time : 3 Hours*

*Maximum Marks : 70*

**Section A**

**Note :** Attempt any *Seven* questions. **7×5=35**

1. Define Manpower Planning.
2. Discuss workforce analysis in brief.
3. What are the important barometers for labour supply ?

4. How are the manpower gaps to be determined ?
5. Differentiate between Career Management and Career Planning.
6. Write a short note on Potential Appraisal.
7. What is meant by Re-engineering ?
8. Draw a difference between HRD climate and culture.
9. Outline the developmental costs to be incurred on human resources.
10. Discuss the objectives of HRIS.

### **Section B**

**Note :** Attempt all the questions.

11. Define MLMP. Describe its characteristics and objectives. Explain the reasons for the growing interest in MLMP in recent years. **12**

*Or*

Discuss work force flow mapping using age and grade distribution mapping. Also discuss certain successful parameters of these two.

12. Examine the need for career management and career planning from the point of view of an individual employee and the organization. 12

*Or*

Being a manufacturing firm, what kind of performance planning techniques you would like to adopt ?

13. How is culture consciousness to be enhanced among work teams ? 11

*Or*

What is HR accounting ? Outline the different methods of measuring the value of human resources.