

Exami - 2009

Roll No.

Subject Code—2158

M. Com. (Part II) EXAMINATION

Optional Group—IV (HRM)

MC-207-H

**HUMAN RESOURCE PLANNING AND
DEVELOPMENT**

Time : 3 Hours

Maximum Marks : 100

Note : Attempt *Five* questions in all. Q. No. 1 is compulsory. All questions carry equal marks.

1. Write short notes on the following :

- (a) HRD culture
- (b) Define QWL
- (c) Wastage Analysis
- (d) Role of Training Manager
- (e) Training Climate

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- (f) HR Accounting
 - (g) Performance Planning
 - (h) Labour Market Analysis
 - (i) Work-force Flow Mapping
 - (j) Human Resource Information System.
2. Enlist the key considerations in designing a training programme.
 3. Discuss the concept of HRD and evaluate the need of HRD in the present context.
 4. Write short notes on any *two* of the following :
 - (a) Age and Grade Distribution Mapping
 - (b) HRD in strategic organisations
 - (c) Behavioural factors in Human Resource Planning.
 5. What is Career Planning ? How employee potential is judged and career development plan is prepared ?
 6. Explain the different techniques of quality of work life.

7. You have been assigned the responsibility of improving upon the status of HRD in an organization. Discuss the steps you will follow to undertake the assignment.
8. Explain how the effectiveness of any Training Programme can be evaluated.

Roll No.

Subject Code—865-X

M. Com. (Part II) EXAMINATION

(Optional Group-IV-HRM)

MC-207-H

**HUMAN RESOURCE PLANNING
AND DEVELOPMENT**

Time : 3 Hours

Maximum Marks : 100

Note : Attempt *Five* questions in all. Q. No. 1 is compulsory. All questions carry equal marks.

1. Explain the following in not more than **50-60** words :

- (a) Manpower planning
- (b) Labour market analysis
- (c) Human resource accounting
- (d) Redeployment
- (e) Training pedagogy

- (f) Learning
- (g) Communication
- (h) Performance planning
- (i) Quality of work life
- (j) Difference between training and development.

2. What is the significance of manpower planning ? Explain the process of manpower planning with examples at each stage.
3. Define Demand. Discuss the techniques of manpower demand forecasting.
4. What is the relevance of training ? Give a brief overview of various training techniques.
5. Explain the meaning and significance and process of training needs assessment. What role does action research play in training needs assessment ?
6. Distinguish between performance appraisal and potential appraisal. Discuss the modern methods of performance appraisal.

7. Discuss any *two* of the following :

- (a) Explain the various employee retention strategies
- (b) Lesson planning
- (c) Training evaluation.

8. Write notes on any *two* of the following :

- (a) Brief overview of HRD interventions
- (b) Human resource information system
- (c) Career planning
- (d) Organisational change.