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**EXECUTIVE MASTER OF BUSINESS
ADMINISTRATION (EXMBA)**

**Term-End Examination
December, 2012**

MCTE-082 : HR PLANNING AND PROCUREMENT

Time : 3 hours

Maximum Marks : 100

Note : Answer any five questions. All questions carry equal marks.

1. What is Human Resource Planning ? Explain the various elements of the process of Human Resource Planning. 20

2. Discuss the various factors primarily responsible for the demand for human talent at various levels of an Organisation. 20

3. (a) Explain with examples "Working Conditions" and "Working Environment" in an Organisation. 10
(b) Explain with justification that Work Measurement is one of the best techniques of forecasting. 10

4. Throw light on the major approaches of Competency mapping followed in large Organisations in India. 20
5. Discuss the advantages and disadvantages of Human Resource Outsourcing in large organisations and how does it affect the morale and motivation of Employees ? 20
6. (a) Explain HR outsourcing and its impact on employees. 10
- (b) What is the appropriate level of HR staffing in an Organisation ? Explain. 10
7. Briefly explain the ways by which employees separate themselves from the Organisations, in which they are working. 20
8. How can the training needs of an employee be identified in an Organisation ? Describe ways and means to determine such needs. 20
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