

**M.Sc. IN HOSPITALITY ADMINISTRATION
(MHA)**

Term-End Examination

00081

December, 2014

**MHA-13 : BASICS OF HUMAN RESOURCE
PLANNING**

Time : 3 hours

Maximum Marks : 100

Note : Attempt any **five** questions in about 600 words. All questions carry equal marks.

1. Define Human Resource Planning (HRP). As a Human Resource Manager, what steps would you take to obtain employees' acceptance of a new programme you desire to implement in your organization ? 20
2. Establish the linkages between Demand and Supply forecasting of employees in an organization. 20
3. While establishing the need and uses of Role descriptions, discuss the factors contributing to Role changes in organizations in recent times. 20

4. Write short notes on the following in about 150 words each : 4×5=20
- (a) External and Internal equity
 - (b) Uses of Job description
 - (c) Challenging factors for Human Resource Management
 - (d) Benefits of Career Planning
5. Define Job Evaluation and discuss traditionally used methods of Job Evaluation. 20
6. Explain the various steps involved in a Selection Process. 20
7. List the possible reasons leading to Job dislocation and suggest remedies to overcome them. 20
8. Explain the need, purpose and scope of Human Resource Audit. 20
9. Define Human Resource Information System (HRIS). Give a comparative account of Manual System and IT based HRIS. 20
10. Discuss the different types and methods of Performance Appraisal being adopted in the Hospitality sector. 20
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