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MHA-13

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

Term-End Examination

December, 2023

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

Time : 3 Hours

Maximum Marks : 100

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

1. Define job evaluation. Explain need and importance of job evaluation. 20
2. What are the objectives of incentives ? Explain how incentive is used as a tool for motivation. 20
3. Write an essay on forecasting in human resource with example from Hospitality Industry. 20
4. Write short notes on the following : 5×4=20
 - (a) Stability and Modified stability index
 - (b) Cohort analysis

P. T. O.

- (c) Purpose of recruitment
 - (d) Aspects of receiving data for macro supply forecasting
5. Explain the alternative resources that smaller organisations can use in place of HRIS. Explain the benefits of having a proper HRIS in a large organisation. 20
 6. Explain essential steps used in formulating policy for HRA with examples. 20
 7. Explain role description. What is its use in human resource planning ? 20
 8. Write an essay on corporate social responsibility in India. 20
 9. Explain the importance of competency mapping. What methodology is used for competency mapping ? 20
 10. Elaborate the need of HRD in any hospitality organisation. What do you understand by HRD instruments ? 20