

**MASTER OF BUSINESS ADMINISTRATION
(MBAEV)
Term-End Examination**

June, 2014

MCNE-048 : HR PLANNING

Time : 3 hours

Maximum Marks : 100

*Note : (1) Attempt any five questions.
(2) All question carry equal marks.*

1. Comment on the statement "Organisation need to do human resource planing to gain competitive advantage over their competitors." (500 words) 20

2. Provide an overview of the human resource planning process in an organization with the help of a flow diagram. How does external environment impact the process? 20

3. What is human resource forecasting? Explain the methods for forecasting demand for labour in an organization. 20

4. Explain succession Planning. What are the various steps involved? give detail of the challenges faced while preparing an ideal succession plan. **20**
5. Critically analyse various issues involved in the Merger and acquisition process, leading to strategic decisions taken by the HR Manager of acquirer and merger firms. **20**
6. Discuss the HR environment, where staffing considers the global talent. How HR Manager consider it as challenging job to retain best talent within an organisation? **20**
7. Considering the importance of evaluation of HR programs and policies , suggest various ways and means to evaluate and assess the HR Programs and policies. Explain various factors involved in this process. **20**

8. Write short notes on any four:

4x5=20

- (a) Outsourcing
- (b) Career planning
- (c) Job Analysis
- (d) Performance Appraisal
- (e) Job design

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