

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

**Term-End Examination**

**June, 2016**

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

*Time : 3 hours*

*Maximum Marks : 100*

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- Note :** (i) *Answer any five questions in about 600 words each.*  
(ii) *All questions carry equal marks.*
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1. What is the importance of Human Resource Planning (HRP) ? Explain the various external and internal issues which effect HRP process in organisations. **20**
  
2. Explain giving justification, criteria to be considered while creating HR staffing plan for a 5 star hotel property. **20**
  
3. Describe the different techniques for Employee supply management. **20**
  
4. As an HRP Manager of a multinational hotel chain, what features would you incorporate in an employee compensation and Benefit Plan ? Why ? **20**

5. Give an overview of emerging trends in Labour Demand and Supply and their implications on the Hotel Industry. 20
6. Why is Job Analysis an essential part of any modern Human Resource Management System ? Explain the steps in the Job Analysis process. 20
7. Write short notes in about 150 words each : 5x4=20
- (a) Reasons for Job dislocation
  - (b) Objectives of orientation
  - (c) Benefits of career planning
  - (d) Purpose of recruitment
8. Define Job Evaluation. Describe methods commonly used for evaluating jobs in the hotel industry. 20
9. Explain with examples various strategies adopted by organisations to improve employee performance. 20
10. Write notes on the following in about 300 words each : 10x2=20
- (a) Issues in workforce demand forecasting
  - (b) Guidelines for writing a Job Description
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