

SARDAR PATEL UNIVERSITY**External Examination, Third Semester M.H.R.M****DAY: Wednesday DATE: 27/11/13****SESSION: Morning, TIME: 10.30 pm to 1.30 pm****Subject Code: PA036HRM06****Subject: HUMAN RESOURCE PLANNING****MULTIPLE CHOICE QUESTIONS**

Q.1 "To have organisation that looks forward to the future and tries to stay alive and prosper in a changing world, there must be active, vigorous continuous and creative planning"

1. Megginson
2. Terry
3. Quinnmills
4. None above

Q.2 Workload analysis include

1. Professional qualification
2. Years of experience
3. Skills and attitudes
4. All above

Q.3 Redefining in a way that increases the opportunities for workers to experience building of responsibility achievement growth and recognition by doing job well is referred as:

1. Job specification
2. Job analysis
3. Job enrichment
4. None above

Q.4 HRP is required to meet certain objectives like

1. Use existing HR productivity
2. Promote employees in a systematic manner
3. Forecast HR requirement
4. All above

Q.5 when the too little is expected and the individual feels underutilized therefore a balanced and realistic role load is expected is called

1. Role under load
2. Role overload
3. Role conflict
4. None above

Q.6 Need of recruitment may arise out of

1. Vacancies due to promotion
2. Creation of vacancies due to business expansion, growth, diversification and so on
3. Vacancies due to transfer
4. All above

Q.7 Matrix which defines team output and contribution is called

1. Skill behaviour
2. Configuration matrix
3. Orientation
4. None above

Q.8 Techniques involve studying past ratio, say between the number of workers and sales in an organisation

1. Work-study techniques
2. Flow models
3. Ration analysis
4. None

Q.9 Maintains a network of outside contacts that provide favours and information referred as

1. Liaison
2. Figure head
3. Monitor
4. None above

Q.10 Erosion of one's skills and capabilities or the changing job requirement and technology is referred as

1. Job relocation
2. Job dislocation
3. Selection
4. None above

Q.2 Discuss role of HRP and importance of HRP in organization

Or

Q.2 Enumerate the concept of forecasting and explain any two methods of forecasting in detail.

Q.3 Explain human inventory in details with example

Or

Q.3 Explain job analysis process and steps involve in it

Q.4 Explain methods and techniques of recruitment

Or

Q.4 which is the main causes of dislocation and remedies to overcome dislocation?

Q:5 Write notes on (any two)

1. Selection
2. Issues in demand forecasting
3. Ratio trend analysis
4. Design of job description

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