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SARDAR PATEL UNIVERSITY
MSW (HR) III SEMESTER EXAMINATION- 2018**Subject:** Human Resource Planning**Date:** 05/04/2018**Day:** Thursday**Subject Code:** PA03ESHR17**Time:** 02:00pm to 05:00pm**Total Marks:** 70**Q. 1 Multiple Choice based Questions****(10)**

1. Choose the correct option, where Human Resource Information System can be used.
A) Succession planning B) Retirement C) Designing Jobs D) Inducting new hires
2. _____ is mechanism to review the current HR policies, practices and systems to ensure that they fulfill the rules and regulations
A) Human Resource Planning B) Human Resource Audit
C) Human Resource Accounting D) None of these
3. Which of the forecasting technique is the fastest?
A) Work study technique B) Flow models C) Ratio trend analysis D) HR demand forecast
4. Selection is now _____ and is handled by the human resource department.
A) Unplanned B) Outsourced C) Centralized D) None of the above
5. Which of the following is a barrier while doing human resource planning?
A) HR information often is incompatible with the information used in strategy formulation
B) Implementing human resource information system
C) Managing inventories
D) Supply forecast
6. The process of finding and hiring the best-qualified candidate (from within or outside of an organization) for a job opening, in a timely and cost effective manner.
A) Selection B) Recruitment C) Orientation D) Induction
7. _____ is the process of collecting job related information.
A) Job design B) Job evaluation C) Job analysis D) none of these
8. _____ is a systematic and planned introduction of employees to their jobs, their co-workers and the organization.
(A) Job evaluation (B) Investiture orientation (C) Orientation (D) Placement
9. _____ is the process of estimating the quantity and quality of people required to meet future needs of the organization
A) Environmental forecasting B) Supply forecasting C) Demand forecasting D) All of the above

10) _____ is the process of forecasting an organizations future demand for, and supply of, the right type of people in the right number.

A) Human Resource Management B) Recruitments C) Human Resource Planning D) None of the above

Q.2 Explain Human resource planning and elaborate factors affecting HRP. (15)

OR

Q.2 Write a detailed note on Human resource audit

Q.3 Explain recruitment and its process (15)

OR

Q.3 What is job analysis? Write down process and methods of collecting job data

Q.4 Explain barriers of Human resource planning (15)

OR

Q.4 Write an essay on Selection

Q.5 Write Short-notes (Any Two) (15)

1. Orientation
2. Human Resource Information System
3. Job Evaluation
4. Strategic planning

