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SEAT No. _____

No. of Printed Pages : 2

Sardar Patel University
MSW (HR) - IIIrd Semester Examination

Subject: PA03ESHR27 Human Resource Planning

Day, Date & Time: Saturday, 27/10/2018, 10.00 am to 01.00 pm: Total 70 marks

Section A

| Q.1 | Multiple Choice questions. Attempt all the questions. Choose correct answer from the options given below the questions. | 10 marks |
|-----|---|----------|
| 1 | Which of the following factor affects human resource planning? a. Time horizons b. Strategy of organization c. Environmental uncertainties d. All of the above | |
| 2 | Human Resource Information System (HRIS) doesn't include _____. a. Department b. Job title c. Property detail d. Salary | |
| 3 | Which approach of job design recognized the need to design jobs which are interesting and rewarding? a. Engineering approach b. Human approach c. Job characteristic approach d. None of the above | |
| 4 | Which of the following is external source of recruitment? a. Employee referral b. Labour Unions c. Transfer d. Promotion | |
| 5 | What is the disadvantage of career planning for organization? a. Satisfy employee expectations b. Declining career opportunities c. Protect employee interest d. Ensure availability of human resources | |
| 6 | Human Resource Planning is also called as _____. a. Personnel planning b. Strategic observation c. Employment audit d. None of the above | |
| 7 | Which of the following question is generally answered by job analysis? a. What qualifications are needed to perform job? b. When a job is to be completed? c. How does a worker do job? d. All of the above | |
| 8 | What is the full form of MBO? a. Managing Bylaws of Organization | |

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| | b. Management Buying Organization c. Management By Objective d. Manager Below Officer | |
| 9 | Surveying employee is step followed by _____ in HR Audit. a. Conducting interviews b. Briefing and orientation c. Reporting d. None of the above | |
| 10 | Which of the following is not a method of human resource accounting? a. Historical cost method b. Opportunity cost method c. Reward valuation method d. None of the above | |
| | Long Questions. Answer the following questions in detail. | |
| Q.2 | Describe the factors affecting human resource planning in an organization. | 15 marks |
| | Or | |
| Q.2 | Briefly discuss various approaches to job design. | 15 marks |
| Q.3 | Write essay on succession planning. | 15 marks |
| | Or | |
| Q.3 | Narrate nature and importance of human resource planning. | 15 marks |
| | Section B | |
| Q.4 | Discuss in detail process of recruitment and selection. | 15 marks |
| | Or | |
| Q.4 | Briefly discuss concept and importance of Human Resource Information System. | 15 marks |
| Q.5 | Write Short Notes (Any 2 out of 4) | 15 marks |
| | a. HR Audit | |
| | b. Job Analysis | |
| | c. Strategic planning | |
| | d. Career planning. | |

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