BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI
(END SEMESTER EXAMINATION)

CLASS: MBA   SEMESTER : III
BRANCH: MANAGEMENT   SESSION : MO/2024

SUBJECT: MT523 HUMAN RESOURCE PLANNING

TIME: 3 Hours   FULL MARKS: 50

INSTRUCTIONS:
1. The question paper contains 5 questions each of 10 marks and total 50 marks.
2. Attempt all questions.
3. The missing data, if any, may be assumed suitably.
4. Before attempting the question paper, be sure that you have got the correct question paper.
5. Tables/Data hand book/Graph paper etc. to be supplied to the candidates in the examination hall.

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Q.1(a)	According to authors like Sherman, Bohlander,& Snell, "Human Resource Planning is the process of anticipating and making provision for the movement of people into, within, and out of the work organization". According to you what the above mentioned authors want to convey the concept of Human Resource Planning? Explain In details.	[5]	1	1
Q.1(b)	What are the various influencing factors on Human Resource Planning? Explain in details.	[5]	1	1,2
Q.2(a)	Write a short note on "Determination of Human Resource Needs" specifically considering the increasing interventions of Artificial Intelligence in HR.	[5]	2	2
Q.2(b)	Explain the concept of "Method of moving average" along with its advantages and limitations.	[5]	2	1,2
Q.3(a)	"Conducting a human resource supply analysis involves understanding the current workforce and how it is projected to change over time, due to attrition and other trends". Explain the statement.	[5]	3	1,3
Q.3(b)	"A replacement plan identifies "backups" for positions. Traditionally, it focuses on top-level positions, but it can be done for any key position in the organization". In the light of above statement explain the concept of "Replacement theory".	[5]	3	3
Q.4(a)	"Productivity in HRM is defined as a total output per one unit of a total input". Explain the concept of Productivity in HRM citing relevant examples.	[5]	4	2,3
Q.4(b)	Write a short note on "Corporate Sickness".	[5]	4	3
Q.5(a)	"Many HR managers use a matrix called the responsibility assignments matrix (RAM). This matrix should describe the various work packages and the various roles within the company". Explain the concept of RAM in the light of above statement.	[5]	5	2,3
Q.5(b)	Explain with diagram "HR Audit Model".	[5]	5	3

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