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

CLASS: BBA   SEMESTER : V
BRANCH: MANAGEMENT   SESSION : MO/2024

SUBJECT: MT321 MANPOWER 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.

			CO	BL
Q.1(a)	"Manpower Planning is the process by which a management determines how an organization should move from the current manpower position to its desired manpower position". Explain the statement in details.	[5]	1	1
Q.1(b)	Write a short note on "Manpower Planning at Different Levels- National level, Industry level, Unit level, Departmental level and Job level".	[5]	1	1,2
Q.2(a)	"Forecasting of future manpower requirement is the most important part of manpower planning. It is done on the basis of production & sales budgets, work loads analysis, work force analysis, estimated absenteeism & turnover". Explain each basis in details as stated above.	[5]	2	1,2
Q.2(b)	Write a short note on "Statistical Methods" of forecasting.	[5]	2	2
Q.3(a)	'Strategic HR planning is a process that helps the organization identify current and future human resources needs in order to achieve your goals". Do you agree? Why or why not? Explain in details.	[5]	3	1,3
Q.3(b)	Write a short note on "Short-Term Staffing and Long-Term Staffing".	[5]	3	3
Q.4(a)	Write a short note on "Job Analysis".	[5]	4	1,2
Q.4(b)	What are the various methods of job evaluation? Explain any one in details.	[5]	4	1,3
Q.5(a)	What do you meany by Competency Mapping? Also explain how to Effectively Perform Competency Mapping.	[5]	5	2
Q.5(b)	Write a short note on "HRIS".	[5]	5	3

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