

Code No: MB193A5/R19

MBA III Semester Regular/Supplementary Examinations, December/January -2024

MANPOWER PLANNING, RECRUITMENT AND SELECTION

Time: 3 Hours

Max. Marks: 75

*Answer Any FIVE Questions, one from each unit
Question No. 11 is Compulsory*

UNIT-I

1. a) Discuss about macro level scenario of human resource planning. 6M
b) Briefly discuss about the techniques of human resource supply forecasting. 6M

(OR)

2. a) What are the steps in human resource planning process? Discuss. 6M
b) What is macro level manpower planning in HRM? 6M

UNIT-II

3. a) How would you draw up a manpower plan for an organization? 6M
b) How can a firm determine whether it will have a shortage or surplus of employees? 6M

(OR)

4. a) How does HRP affect business environment? 6M
b) What are the important legal issues in human resource planning? 6M

UNIT-III

5. a) What is the difference between job analysis and job evaluation? 6M
b) List and discuss potential problems related to job analysis. 6M

(OR)

6. a) How would you collect the job analysis information? What is the best method to collect job information? 6M
b) Discuss about the different job evaluation methods. 6M

UNIT-IV

7. a) Briefly discuss about the importance of recruitment and selection. 6M
b) What is the selection process in HRM? Discuss. 6M

(OR)

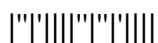
8. a) What alternative to interviews would you recommend if you were a human resource manager? 6M
b) What is selection evaluation? Why is it important to evaluate the selection process? 6M

UNIT-V

9. a) What are the four main parts of the training and development process? 6M
b) What are the components of a training needs assessment? 6M

(OR)

10. a) Discuss about the relationship between organization strategy and T&D. 6M
b) What are the steps in developing a training program? 6M



11. **CASE STUDY**

15M

The head office of Tradition Inc. is located in a remote region, at least three hours from a large city. In the summer, it is a very popular spot with tourists who come to enjoy its water sports, swimming, camping, fishing and golf facilities. The region is not nearly as busy as during the other three seasons. Tradition Inc. also has five plants in other Canadian cities that employ between 150 and 300 people each.

The company is looking for a vice president, human resources, who is highly qualified and has extensive human resources management experience. This person will be responsible for establishing human resources guidelines for all the plants and be in charge of the human resources department at head office. The president has already given the matter some thought and has decided not to recruit among the human resources managers in the other cities where Tradition Inc. has plants.

This new vice president will have to meet a number of business challenges. He or she will be expected to:

1. Harmonize the cultures of the businesses acquired in the last two years;
2. Reduce the rate of industrial accidents to reduce the premiums paid by the company;
3. Support the standardization of human resources management practices;
4. Improve plant managers' management skills.

The vice president, human resources, will report directly to the president, who is the founding owner of the organization. This bold man of action started with one small plant ten years ago, and was able to turn Tradition Inc. into what it is today through growth and acquisitions. It is now one of the four largest companies in the industry.

Questions:

- i. List obstacles and benefits associated with recruiting the vice president, human resources.
- ii. What requirements should the candidates meet?
- iii. You are a headhunter. What recruiting tools will you use (media, where will you direct your search, etc.)?
- iv. What should the company offer to attract the best candidate?

