

Q.P. Code: 16MB734

R16

Reg. No:

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**SIDDHARTH INSTITUTE OF ENGINEERING & TECHNOLOGY:: PUTTUR
(AUTONOMOUS)**

**MBA II Year I Semester (R16) Regular Examinations Nov/Dec 2017
HUMAN RESOURCE PLANNING**

Time: **3 hours**

Max. Marks: **60**

SECTION – A

(Answer all Five Units 5 x 10 = 50 Marks)

Q.P. Code: 16MB734**R16****UNIT-I**

1 Explain the process of human resource planning in detail. 10M

OR

2 Discuss the models and techniques of man power inventory. 10M

UNIT-II

3 State the benefits and problems associated with induction. 10M

OR

4 Write short notes on:

(a). Difference between recruitment and selection

(b). Application forms

(c). Merits and demerits of tests

(d). Importance of training. 10M

UNIT-III

5 Discuss various techniques of performance appraisal with pros and cons of each technique. 10M

OR

6 What is manpower utilization Index (MUI)? How it is calculated? State the factors influencing MUI. 10M

UNIT-IV

7 What is retrenchment? Discuss the various provisions of retrenchment as per Industrial Disputes Act, 1947. 10M

OR

8 What is quality circle? Why is it necessary to have a quality circle in the organization? 10M

UNIT-V

9 Discuss the concept and need of Human Resource Information System in an organizational set up. 10M

OR

10 Elaborate the need and scope of HR Audit. Describe the essential steps in the auditing process. 10M

SECTION – B

(Compulsory Question)

1 x 10 = 10 Marks**11. Case Study**

At GenMet, as for many other small manufacturing companies, the number one hurdle for recruiting is the negative perception of manufacturing jobs. CEO Venu Karthik recalls participating in job fairs at local high schools and seeing parents pull their teens away from exhibits by manufacturers. That attitude has rubbed off on young people, who often assume that manufacturing jobs have all but disappeared – and if they haven't completely gone away, the jobs must be low-paying and dirty. Karthik would beg to differ. GenMet, which fabricates metal for making a range of products as varied as military trucks, wind turbine components, and metal shelving for store displays, is a high-tech operation that relies on computers and automated equipment. It also depends on skilled workers such as welders rather than heavy manual labor. GenMet is located in Mequon, Wisconsin, and has a workforce of about 60. Many of those employees are older than 50, so GenMet's owners know they have to plan for a wave of retirements in the years ahead.