

MBA III Semester Regular & Supplementary Examinations November/December 2017

HUMAN RESOURCE PLANNING

(For students admitted in 2014, 2015 & 2016 only)

Time: 3 hours

Max. Marks: 60

PART – A

(Answer the following: 05 X 10 = 50 Marks)

- 1 Write the difference between micro and macro manpower planning briefly.
- OR**
- 2 Write the significance of micro and macro manpower planning.
- 3 What is manpower inventory? What are the different processes associated with it?
- OR**
- 4 What is forecasting in human resource planning? Explain.
- 5 What is recruitment? Explain the factors influencing recruitment and selection.
- OR**
- 6 Write the strategies for Orienting new employees in an organization. Explain.
- 7 What is man power utilization? Explain the indices and techniques involved in it.
- OR**
- 8 What are the factors affecting performance of an employee in an organization? Explain.
- 9 Differentiate between Downsizing and Retrenchment strategies in HRM briefly.
- OR**
- 10 Explain the Human Resource Accounting and Auditing.

PART – B

(Compulsory question, 01 X 10 = 10 Marks)

11 Case Study:

When Adithi Technologies Ltd. (ATL) moved one of their divisions to Bangalore, the branch manager in Mumbai decided to transfer those employees who did not wish to go to Bangalore to other local divisions. Ten of the thirty chose to stay and be transferred to another division. Madhuri was one of those. She was assigned to the computer moving-head division.

When Madhuri reported to the new job, Surender Kumar, her new supervisor, told her he did not know whether or not he would have a permanent position for her. For three days Madhuri sat and watched other employees at their work. On Friday, Surender announced that their division had received another big contract and he would brief Madhuri on her new assignment on Monday.

Madhuri arrived at 9.00 a.m. Monday morning and waited anxiously to learn about her new job. Surender did not arrive until 10.30. He was being briefed on the new contract, he said and would not be able to meet Madhuri before lunch. At 1.30 p.m. Surender returned to show Madhuri the operation. "We are reworking model 10-D and it only requires changing two spot welds. With this jig, you can turn one out in about three to five minutes." Surender added, "By the way, you will be the quality control supervisor on this job. Just double check these six spots on the blueprint." He did not write on the blueprints or mark the areas in any way. Madhuri was given no idea how important the checks might be.

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“Please-watch me,” said Surrender to Madhuri, taking up the welding torch. “Anyone can do it easily.” He repeated the operation five or six times. Madhuri tried it and experienced no difficulty. Neither of them checked their reworked pieces with the blueprint to see if they would pass the quality control check and as a result, Madhuri never checked any pieces after that demonstration. Surrender did not see Madhuri again until Friday.

During the week, several things happened. More than half the motors did not work correctly by the time they reached the final assembly. It could not be determined whether the faulty motors were the result of Madhuri’s work or the result of a lack of quality checks. A box of 20 parts had been approved by Madhuri since her initials were on the inspection card, but she had not made the necessary alterations. That was when Surrender found time to talk to Madhuri again.

Questions:

- (a) What are the significant issues in this case?
- (b) What kind of mentoring programme would you suggest for improving the performance?
- (c) If you were Surrender, what would you have done to improve Madhuri’s performance?
