

# S.S.T COLLEGE OF ARTS AND COMMERCE

Ulhasnagar-4

Internal Examination - March 2022

Class: SYBMS (IV) SUB: HRP & IS Duration: 40 Minutes Marks: - 20

Q. 1 Objective Type Questions (10 M)

- a) Quantitative approach of HRP planning is known as \_\_\_\_\_ approach. (Bottoms up, Top Down, Mixed, None)
- b) A \_\_\_\_\_ summarizes the skills, education, and experience of current employees. (Skills inventory, Staffing table, Succession plan, None of these)
- c) Human Resources Policies are \_\_\_\_\_ on the approach that the organization intends to adopt in managing its people. (Guidelines, Procedure, Rules, Strategies)
- d) \_\_\_\_\_ Technique is used to forecast demand when dependent and independent variable are functionally related to each other. (Managerial judgment, Regression, Delphi Technique, Ratio Analysis)
- e) Strategic HR planning establishes link between organization's strategic planning and \_\_\_\_\_. (HRP, HRD, HRP & HRD, None of these)
- f) \_\_\_\_\_ is a positive process of searching for prospective employees and stimulating them to apply for the jobs in the organization. (Recruitment, Selection, Induction, None of these)
- g) Job \_\_\_\_\_ follows job analysis. (Job Redesign, Job Design, Job Design & Redesign, None of these)
- h) \_\_\_\_\_ is a work arrangement in which two people share the responsibility for one full time position. (Flexi time, Compressed weeks, Job sharing, None of these)
- i) Job Analysis= Job description + \_\_\_\_\_. (Specification, Design, Redesign, None of these)
- j) \_\_\_\_\_ refers to the inability of the employer to give jobs to the employee who is on the payroll of the organization and who has not been retrenched. (Layoff, Downsizing, Outsourcing, None of these)

Q.2 Theory: (Any 2 out of 3) (10 M)

- A) What is Recruitment? Explain the various factors affecting recruitment.
- B) Explain Employee Selection Tests. Types of Employment tests (Any 4)
- C) Explain the techniques of HR supply forecasting.

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