

Duration: 2 1/2 Hrs

Marks: - 75

Note:-

1) All Questions are compulsory

2) Figures to the right indicate maximum marks.

Q1.A) Fill in the blanks: (Any 8) C01, 2, 3, 4, R, U

(8M)

- 1) HRP helps to understand the position of _____ in an organization.
a) Assets b) Resources c) Manpower d) All of these
- 2) Human Resource Policies are _____ on the approach that the organization intends to adopt in managing its people.
a) Procedure b) Guidelines c) Rules d) Strategies
- 3) Strategic HR planning establishes link between organizations strategic planning and _____.
a) HRP b) HRD c) HRP and HRD d) None of these
- 4) Traits related to work related behavior are measured through the _____ tests.
a) Personality b) Aptitude c) Intelligence d) None of these
- 5) _____ is a work arrangement in which two people share the responsibility for one full time position.
a) Flexi Time b) Compressed Weeks c) Job sharing d) None of these
- 6) Planning for the needed resources can be done through preparation of _____.
a) Programmes b) Budgets c) Project d) None
- 7) The process by which the organization changes its internal structure by revamping its departments is called as _____.
a) Outsourcing b) Merger c) Acquisition d) Restructuring
- 8) HRIS helps in employee _____.
a) Administration b) Flexibility c) Retention d) None of these
- 9) Tech Era and emergence of strategic HRM took place in the _____ stage
a) I b) II c) III d) V
- 10) Components of HRIS are called _____.
a) Ingredients b) Parts c) Section d) Sub systems

Q1.B) State whether the following statements are True or False (Co-1, 2, 3, 4 - R, U) (7M)

- 1) Top management support is an important pre requisite of HRP.
- 2) HRP process helps organization to adopt itself to the changing environmental conditions.
- 3) Provisions for feedback is an important feature of job design.
- 4) Downsizing helps to improve the employees straight of an organization.
- 5) Career flexibility is a technique for employee flexibility.
- 6) Multi skilling enables the organization to achieve e high performance by controlling the employees attrition rates.
- 7) HRP does not helps in prediction of future trends evolution.
- 8) Return of investment (ROI) measures the gain or loss generated on an investment relative to the amount of many invested.
- 9) Information of vacation time is included in Time and Attendance subsystem.
- 10) HRIS has evolved from simple record keeping to complex analytical tools to assist management decision making.

Q2) Answer the following:

- 1) Explain the scope of HRP (Co-1, U) (8M)
- 2) Suggest the ways to overcome the barriers ineffective implementation of HRP (Co1, R, U) (7M)

OR

- 3) Explain the objectives of Human Resources Policies (CO-1, R, U) (8M)
- 4) Discuss the steps involved in HRP (Co1, R, U) (7M)

Q3) Answer the following:

- 1) Explain the concept of downsizing and state reasons for the same. (Co-2, EU) (8M)
- 2) What do you mean by Job Analysis? Explain its advantages (Co-2, U) (7M)

OR

- 3) Explain the advantages of employee selection tests. (Co-2, U) (8M)
- 4) Discuss some of the flexible work practices in contemporary organization. (C0-2, U) (7M)

Q4) Answer the following:

- 1) Explain HRP as tools for enhancement of productivity. (Co-1,2-U) (8M)
- 2) State the need for management training and development to employee in the organization.
(Co-1,3-U) (7M)

OR

- 3) Discuss the need for evaluation of the HRP Process. (Co-1, 2 –U) (8M)
- 4) How does outsourcing affect the process of HRP? (Co1 , 1, 3, and AN) (7M)

Q5) Answer the following:

- 1) Discuss the usage of data to HR managers. (Co4 – U) (8M)
- 2) Explain the security issues in HRIS. (Co-4 – U) (7M)

OR

Q5) Write short note on (Any 3) (Co2, 2, 3, 4 – R, U) (15M)

- 1) Benefits of HRIS
- 2) Return on investment in HRP
- 3) Functions of HRIS
- 4) Job Design
- 5) Strategic HRP

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