

**SVKM's NMIMS**  
**NMIMS Global Access – School for Continuing Education**

Programme: DHRM/PGDHRM

June 2013 Examination  
Subject: Manpower Planning, Recruitment & Selection

Semester: II  
Course: New  
Marks: 70

Date: 23.06.2013

Time: 11.00 a.m. to 2.00 p.m.

Instruction: Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer book, which is provided for their use.

NB:

1. All 4 questions are compulsory.
2. Candidates should attempt questions as per the internal options available.

Question No.1: Discuss any two out of four (10 Marks)

- a) Balanced Scorecard
- b) Knowledge Management
- c) Lateral Transfer
- d) Job Enrichment

Question No.2: Write short notes on any two <sup>out</sup> of five (10 Marks)

- a) Performance Counseling
- b) O J T
- c) Succession Planning
- d) Career Development
- e) Internal Recruitment

Question No.3: *Attempt any 3 out of 5* (30 Marks)

- a) Explain various approaches to MNC staffing .
- b) What is the purpose of interview? Explain different types of interviews.
- c) Explain steps in value analysis and the action plan for successful job.
- d) Discuss Job Evaluation. Explain the steps involved in implementation.
- e) Explain different models of Manpower Planning and its limitations.

Question No.4: Case Study (20 Marks)

You have recently taken over as Manager – Manpower Planning in medium sized IT Company. Write an introductory letter to all line Managers explaining what will be your role and what you propose to do in next 3 months and what kind of support you need from them.