

SVKM's NMIMS
School of Distance Learning

Programme: DHRM/PGDHRM

Academic year: 2012 – 2013

Subject: Manpower Planning, Recruitment & Selection

Semester: II

Course New

Marks 70

Date: 10.01.2013

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

Instructions:

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.

Q.1. Write short notes on any two out of four (10)

- a) Out Sourcing
- b) HR Demand
- c) Skill Inventories
- d) Retraining and Re Deployment

Q.2. Write short notes on any two out of five (10)

- a) Job enrichment
- b) Performance Feedback
- c) Out bound training
- d) Sensitivity training
- e) 360° Feedback

Q.3. Attempt any three out of five (30)

- a) Discuss the importance of Training and Development in an organization. Also discuss how you would go in deciding training identification for staff.
- b) Discuss what are manpower planning and different steps involved in it.
- c) Discuss in details the concept of reference and background check of newly recruited staff.
- d) What is orientation and induction process? Its importance.
- e) Discuss walk in Interview as method of recruitment role of out sourcing agencies in providing manpower.

Q.4. Case Study (20)

A Pharma company based in Mumbai faces unique problem of sales staff not achieving their sales target. Management wants to offer some training process to motivate and uplift their morale for good result. What would be your advice to Management and how they should go about it?