

SVKM's NMIMS
NMIMS – GLOBAL ACCESS SCHOOL FOR CONTINUING EDUCATION

Programme: DHRM/PGDHRM

Academic year: 2013 – 2014

Subject: Manpower Planning, Recruitment and Selection

Semester: II

Course : New

Marks : 70

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

Date: 22.12.2013

Instructions:

1. Answer to each new question to be started on a fresh page.
2. Figures in bracket indicate full marks.

Q.1) Discuss any two out of four

(Marks: 2X5=10)

- a) Multi-Skilling
- b) Competencies
- c) Horizontal Transfer
- d) Job Enlargement

Q.2) Write Short Notes on any two of five

(Marks: 2X5=10)

- a) Performance Metric
- b) Career Anchor
- c) O. D.
- d) Assessment Center
- e) E - Recruitment

Q.3) Attempt any three out of five

(Marks: 3X10=30)

- a) Explain in detail the Expat Selection Criteria for an Indian MNC.
- b) What are different recruitment processes? Explain merits and demerits.
- c) What is Job Analysis? What is its role in Manpower Planning?
- d) What are Job Evaluation Techniques? Explain most suitable and why?
- e) Compare and contrast Delphie technique and nominal group technique.

Q.4) Case Study

(Marks: 20)

You are HR Manager and your organization has decided to become an international company from a domestic company. Write a report to Top Management explaining the steps you propose to take in order to achieve successful transition.
