

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: 15.07.2012

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. Discuss any two out of four

(10 Marks)

- a) Knowledge Management
- b) Creativity, Innovation
- c) Job Rotation
- d) Management Development Programme

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

(10 Marks)

- a) Job Analysis
- b) Work Measurement
- c) Career Development
- d) Out Bound Training Programme
- e) Succession Planning

Q.3. Attempt any three out of five

(30 Marks)

- a) Discuss Human Resources Information Systems keeping in mind manpower planning.
- b) Discuss in details definition and concepts of Skill Development, more particularly mutiskilling and multitasking.
- c) Discuss in details recruitment channels and more particularly psychological tests for different positions.
- d) What is Assessment Centre? Discuss importance as a part of performance management.
- e) Discuss the philosophy of Training and Development in an organization. Discuss different training methods used for development.

Q.4. Case Study:

(20 Marks)

An engineering Company wants to revamp the entire performance management system. Discuss and suggest different steps involved in the process and to make it more objective to business goals.

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