

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

Programme: DHRM/PGDHRM

Examination: June 2016

Subject: Manpower Planning, Recruitment and Selection

Date: 18.06.2016

Semester: II

Course : New

Marks : 70

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

Instructions:

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

Q.1) Attempt any 2 out of 4

(Marks: 2X5=10)

- a) What is manpower planning? Which activities does it include?
- b) Explain the Delphi Technique.
- c) Enumerate and explain steps in the employee socialization process.
- d) What are the advantages and disadvantages of e-recruitment?

Q.2) Write Short Notes on any 2 out of 5

(Marks: 2X5=10)

- a) Job Analysis
- b) Stages in the Manpower Planning Process
- c) Time Study
- d) Types of Interviews
- e) Problems of international staffing

Q.3) Attempt any 3 out of 5

(Marks: 3X10=30)

- a) What are the objectives of Job Information?
- b) What are employee referrals? State their advantages and disadvantages.
- c) List and explain different stages of the career development process.
- d) Outline and explain the needs for manpower training in an organisation.
- e) Explain the process of HR Score card Development.

Q.4) Attempt both the questions

(Marks: 2X10=20)

- a) Enumerate and explain steps in the succession planning process.
- b) Briefly explain the different basis of promotion.
