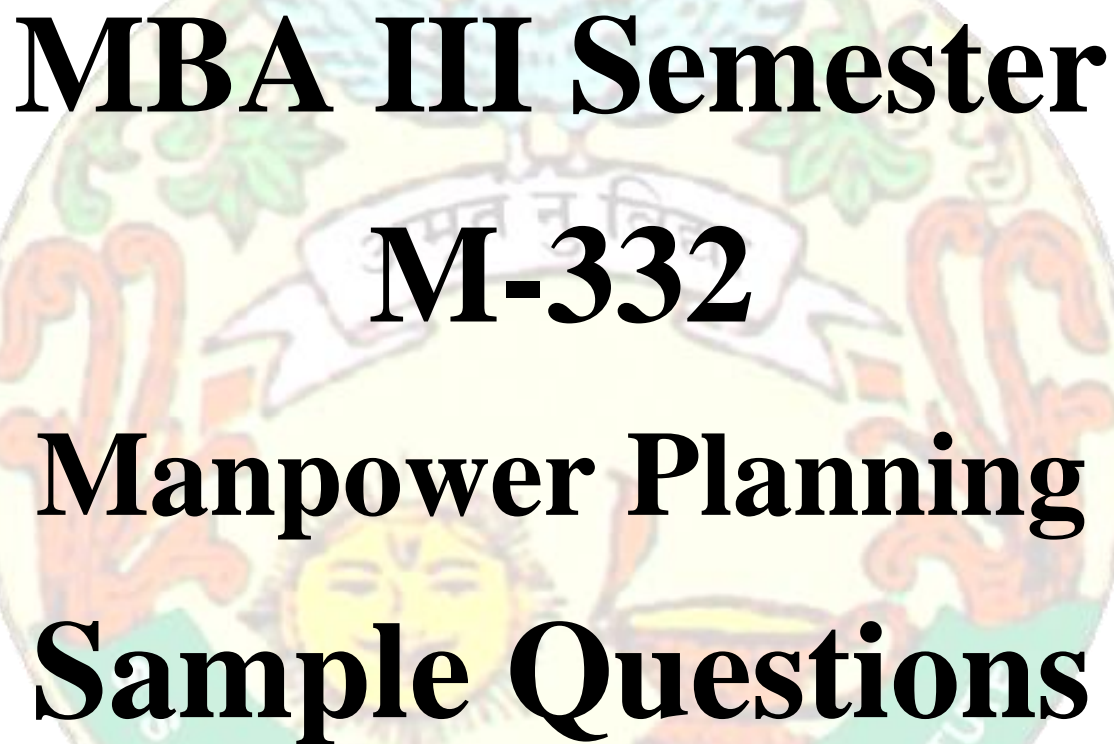


S. S. Jain
Subodh Management Institute



MBA III Semester
M-332
Manpower Planning
Sample Questions

Part A: Short answer question (up to 25 words)

Part B: Analytical/ problem Solving questions

**Part C: Descriptive/ Analytical/ Problem Solving/
Case questions.**

PART A
UNIT I

Introduction:

Question 1 Define human resource planning.

Question 2 Explain the concept of macro level manpower planning question

Question 3 What do you understand by labor market analysis?

Question 4 What is the relevance of human resource planning in the context of an organization?

UNIT II

Strategic Staffing

Question 5 How can HR planning be seen as a strategic process?

Question 6 Can we say that an employee is a resource for goal attainment?

Question 7 What is the link between the HR process and strategy?

Question 8 Mention the main elements involved in the HR planning model.

UNIT III

Question 9 Define job analysis

Question 10 What are the main techniques of job analysis

Question 11 Explain the concept of competency based approach

UNIT IV

Question 12 What do you understand by competency mapping?

Question 13 What are the methods of data collection for competency mapping?

Question 14 Is the competency based approach useful? Explain.

Unit V

Recruitment and recruitment techniques

Question 15 What do you understand by recruitment?

Question 16 What is the meaning of internal hiring?

Question 17 Name the main sources of internal recruitment

Question 18 Define external hiring

Question 19 What are the main sources of external recruitment?

Question 20 Explain the concept of recruitment

Question 21 What do you understand by social recruitment and mobile phone recruitment?

Unit VI

Employment tests and interviewing

Question 22 What do you understand by employment tests?

Question 23 What is the significance of using psychological tests in interviews?

Question 24 Give a basic outline of the interview process.

Question 25 Give Four Points that would be included in an interview checklist.

UNIT VII

Selection

Question 26 Briefly explain the meaning and significance of selection

Question 27 Briefly outline the selection process

Question 28 Mention three errors that could take place in the selection process

Question 29 What do you understand by employer branding?

UNIT VIII

Career planning and succession planning

Question 30 Explain the concept of career planning?

Question 31 Define succession planning

Question 32 What is the importance of succession planning for a vibrant successful organization?

PART B

UNIT I

Q1 Define the concept of HRP how is it planning and labour market analysis done at the Macro level for MTP

Q2 Write a note on organisational human resource planning process

UNIT II

Q3 How can HR planning be used as a strategic process to develop employees as resources and attain the goals of the organization?

Q4 Explain the strategic planning model in detail

Q5 How is HR planning linked to the overall strategic planning process?

UNIT III

Q6 Explain the concept of job analysis an outline the job analysis process

Q7 What are the various techniques methods and practices of job analysis

UNIT IV

Q8 Discuss the procedure and steps which are used for competency mapping

Q9 What are the various methods of data collection for competency mapping?

UNIT V

Q10 Explain the concept of recruitment what are the various types of recruitment and what are the advantages and disadvantages of each

Q11 Discuss sources of internal recruitment as well as the sources of external recruitment

UNIT VI

Q12 Explain the concept of employment tests. What are the various types of tests and under what circumstances are each of them used.

Q13 Discuss the components of a job interview. Outline the structure of an interview and explain how an interview checklist can be used

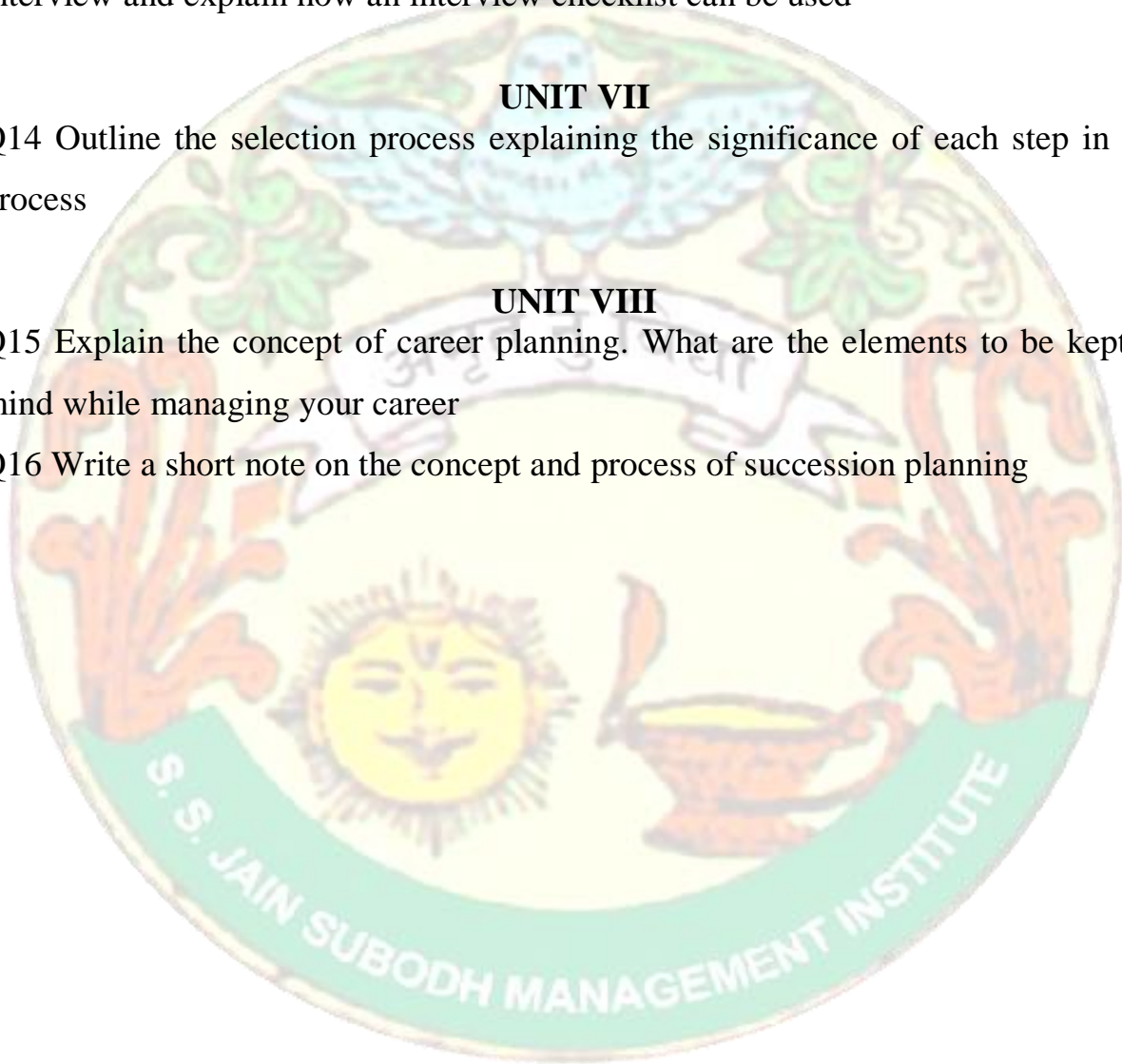
UNIT VII

Q14 Outline the selection process explaining the significance of each step in the process

UNIT VIII

Q15 Explain the concept of career planning. What are the elements to be kept in mind while managing your career

Q16 Write a short note on the concept and process of succession planning



PART C

UNIT I

Q1 What do you understand by manpower planning by is it important explain the process of manpower planning in detail explaining the significance of each step and give examples to support your answer

UNIT II

Q2 What do you understand by strategic staffing how does strategic staffing support the overall strategic planning process to create effectiveness and efficiency in the organization

UNIT III

Q3 Write a detailed note on competency based approach towards HR planning and how it can help in the overall efficiency of the organization

UNIT IV

Q4 Outline the process by which a competency model can be developed in raw data and discuss how creating competency models can and contribute to earth better human resource planning.

UNIT V

Q5 Why is recruitment so important in the overall process of HRP? Discuss the new methods and techniques which are used for recruitment and how they can be the key to better recruitment for organizations. Give examples to support your answer

UNIT VI

Q6 Write a detailed note on employment interviews and the behaviour and skills required to Ace and Employment interview

UNIT VII

Q7 As the HR manager of a multinational corporation how would you evaluate the selection system what are the various errors in selection that you would be looking for and how would you suggest the company find remedies to correct these errors

UNIT VIII

Q8 As the CEO of a large organization why would you suggest that career planning and succession planning is of key importance and what steps would you take to ensure your proper career planning is in place and that you establish a proper succession planning.

