

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

Programme: DHRM/PGDHRM

Examination: April 2018

Subject: Manpower Planning, Recruitment and Selection

Semester: II

Course : New

Marks : 70

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

Date: 21.4.2018

**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**

- a) Explain the concept of Labour Economics.
- b) What is wastage analysis under manpower supply analysis?
- c) What is Job analysis and what should be analyzed under it?
- d) Write a note about various types of job evaluation schemes.

(Marks: 2X5=10)

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

- a) Need for Manpower Training
- b) Different phases of Performance Counselling
- c) Facing Manpower Redundancy
- d) New HR Roles and Competencies
- e) Key Benefits of HR Scorecard

(Marks: 2X5=10)

**Q.3) Attempt any 3 out of 5**

- a) Explain four stages of manpower planning process.
- b) Explain the concept of Job Description in detail.
- c) Explain the concept of Method Study.
- d) Discuss the various off – the – Job Training Methods.
- e) Write a note about Recruitment function and explain various sources of recruitment

(Marks: 3X10=30)

**Q.4) Attempt both the questions**

- a) What are the objectives of Induction? What Objectives can you list from the employer's point of view and employee's point of view? Mention briefly the steps involved in employee induction.
- b) What is E-Recruitment? Mention and explain various techniques and advantages and disadvantages of E-Recruitment.

(Marks: 2X10=20)