

**MBA(INTERNATIONAL BUSINESS) DEGREE III SEMESTER  
EXAMINATION DECEMBER 2013**

**SMI 2314 HUMAN RESOURCE PLANNING AND DEVELOPMENT  
(2012 Admission)**

Time: 3 Hours

Maximum Marks : 50

**PART A**  
(Answer *ALL* questions)

(5 x 2 = 10)

- I. What do you mean by micro level in HRP?
- II. Define redeployment
- III. What is human resource accounting?
- IV. What is meant by succession planning?
- V. Differentiate between micro and macro levels in HRD.

**PART B**  
(Answer *ANY FIVE* questions)

(5 x 4 = 20)

- VI. Explain briefly the process of HRP
- VII. Discuss the need and significance of training.
- VIII. Discuss HRP as a strategic planning.
- IX. Critically evaluate the strategies for promotion adopted today.
- X. Discuss the exit strategies with their merits and demerits.
- XI. Explain the techniques used in manpower supply forecasting.
- XII. How can the present system of performance appraisal be improved?

**PART C**  
(Answer *ANY TWO* questions)

(2 x 10 = 20)

- XIII. Explain the importance and the process involved in job analysis.
- XIV. Elaborate on the impact of technology on HRP.
- XV. If you are appointed as an HRD manager in a company, what steps would you take for the promotion and transfer of employees based on their potential appraisal?

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