



Biyani Institute of Science and Management
I Internal Examination 2019-20
MBA (III Semester)
Subject- Human Resource Planning (M-333)



Time: 1.30 Hrs.

Set: B

MM: 30

[I] Subjective Questions (Attempt any two questions) (2*10=20)

- 1) Explain the process of Human Resource Planning.
- 2) Being the HR Manager, how would you deal with the following?
 - a. Labour shortage
 - b. Labour surplus
- 3) Answer the following:
 - a. What does the external environment look like for a recruiter?
 - b. Discuss the Nominal Group Technique of judgment.

[II] Case Study – Compulsory (1*10=10)

Mr. Ashwani Kumar was elected as the Chairman of a General Insurance Company, which was considered to be the largest General Insurance Company in the country. During the next few years, however, while its business increased, it did not grow as fast as its major competitors and the listing of the company dropped from first to third. After discussions and deliberations, the Board of Directors concluded that the lack of leadership in the sales of both fire and marine policies was the major cause of company's slow progress. It was also generally concluded that regional and district managers working under the sales directors were not very competent.

Mr. Ashwani called the two directors responsible for fire and marine policies and asked them to ensure strong leadership at the regional or district levels. As the directors left the meeting with the chairman they were very disturbed that how to make people leaders or how to be sure whether a person is or not a leader?

Questions:

- 1) If you were one of the sales directors, what would you have done to answer their questions?
- 2) How can you develop competent and strong leaders?