

Dr. Babasaheb Ambedkar Open University
Term End Examination January - 2026

Course	:	MBA	Date	:	02/03/2026
Subject Code	:	MBA04EH405	Time	:	03:00pm to 05:15pm
Subject Name	:	HR Planning	Duration	:	02.15 Hours
			Max. Marks	:	70

Q-1 Explain the need and importance of human resource planning in detail. **14**

OR

What is HR Planning? Describe the objectives of HR Planning.

Q-2 Discuss the forecasting Techniques in Human Resource Planning. **14**

OR

State and Explain the process of HR Planning in detail.

Q-3 Write the importance and components of HR Planning at the national level. Also Explain its key challenges. **14**

OR

What are the steps that are needed to develop HR strategic plan.

Q-4 Explain different functions of HRIS. **14**

OR

Explain factors affecting Human Resource Planning.

Short Notes:

Q-5 (A) Short notes (Any three) **09**

1. Tools used for HR Planning.
2. Types of HR Plans.
3. Identifying HR Gaps.
4. Developing a Talent strategy.
5. The future of HR forecasting.

(B) Choose the correct option: **05**

1. Corporate objectives are typically _____
 - (A) Financial in nature
 - (B) Broad and long-term strategic goals of the organization
 - (C) Short-term employee-specific goals
 - (D) Focused only on customer satisfaction
2. Which of the following is a key feature of performance management in HR planning?
 - (A) Offering rewards for high performance
 - (B) Providing continuous feedback and support
 - (C) Conducting performance appraisals
 - (D) All of the above
3. Human Resource Planning is often considered a part of which broader process?
 - (A) Financial planning
 - (B) Strategic planning
 - (C) Market research
 - (D) Customer relationship management

4. What role does technology play in HR Planning?
 - (A) It replaces the need for human decision-making.
 - (B) It helps in data analysis and forecasting.
 - (C) It increases employee turnover.
 - (D) It complicates the recruitment process.
5. What does the term “Talent Management” encompass in SHRM?
 - (A) Ignoring employee development
 - (B) Identifying and nurturing key talents within the organization
 - (C) Exclusively focusing on recruitment
 - (D) Standardized job roles for all employees
