Time: 2:30 hours   **Marks: 75**

Q 1) Attempt any **TWO** of the following questions   (15)
(a)   What is meant by Human Resource Planning(HRP)? Explain its features.   (7.5)
(b)   Explain the steps in HRP.   (7.5)
(c)   Explain the objectives of human resource policies   (7.5)

Q 2) Attempt any **TWO** of the following questions   (15)
(a)   Bring out the advantages of job analysis   (7.5)
(b)   Bring out the reasons for organisational downsizing.   (7.5)
(c)   Explain the areas of Human Resource Auditing (HRA)   (7.5)

Q 3) Attempt any **TWO** of the following questions   (15)
(a)   Explain the need for training employees.   (7.5)
(b)   Explain strategies to deal with politics in the organisation   (7.5)
(c)   Explain the impact of outsourcing on HRP.   (7.5)

Q 4) Attempt any **TWO** of the following questions   (15)
(a)   Suggests steps to ensure security of HRIS systems.   (7.5)
(b)   What are the Steps in Designing HRIS: (7.5)
(c)   What are the Benefits of HRIS   (7.5)

Q 5) Case Study

Kaka Kabbadi is a rapidly growing company dealing in machinery for recycling of waste It is receiving orders from across the globe for its unique machines. Due to this, The Board had decided to open more branches in the country. Therefore, the company is looking for qualified and talented personnel due to the expansion strategy. The details have already been updated on the website.

Questions:

(a)   Analyse the facts of the case.   (3)
(b)   Discuss the factors that affect the recruitment process of the above company   (6)
(c)   What are the ethical issues in recruitment & selection that a company should   (6)
      consider?

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