



**Shri Shankaracharya Institute of Professional Management & Technology**  
**DEPARTMENT OF MANAGEMENT STUDIES**  
**QUESTIONS BANK**

**HUMAN RESOURCE PLANNING & DEVELOPMENT**

**576351(76)**

**UNIT 1**

- Q1. Define Human Resource Management and explain how human resource planning helps in strategic planning of the company.
- Q2. Define Human resource planning & discuss in detail the objectives and benefits of manpower planning.
- Q3. Write short notes on:
- Work Measurement
  - Work Study
- Q4. Why is it important for companies today to make their Human Resources into competitive advantage? Explain.
- Q5. Discuss in detail the objectives & functions of Human Resource Management.
- Q6. Write in detail about various challenges that are faced by Human Resource manager in the context of changing business environments.

**UNIT 2**

- Q1. Explain the process of Job Analysis & differentiate between Job description & job specification.
- Q2. How does HR demand & HR supply forecasting influence Human Resource Planning?
- Q3. Differentiate between Recruitment & Selection & explain the modern techniques of recruitment.
- Q4. Write a detailed note on HRP tools, methods and techniques.

Q5. Explain in detail the process of recruitment. Also mention the various sources of recruitment.

### UNIT 3

Q1. Explain philosophy, goals & overview of HRD. What factors influence HRD Culture.

Q2. "HRD goals can be achieved by HRD culture & climate in the organization" How?

Q3. What is the difference between counseling & mentoring? How can counseling help in solving HR problems?

Q4. HRD audit is an integral part of organization personnel function, how? / Write a detailed note on HRD Audit.

Q5. Discuss in detail the various components of HRD climate.

Q6. Define Human Resource Development subsystem. Explain its process and mechanism.

Q7. Write short note on motivational aspects of HRD.

Q8. What is the role of HRD managers in an organization? Also give an introduction to HRD for workers.

### UNIT 4

Q1. Explain HRD content in Government and Private systems.

Q2. Discuss in detail HRD for health & family welfare.

Q3. What are the HRD initiatives in Service Industries?

Q4. What kind of HRD initiatives & interventions would be relevant in voluntary organizations?

## Unit 5

- Q1. Explain the internal factors affecting HRD in India.
- Q2. Critically evaluate the changing environment of HRD.
- Q3. For improving HR of the country, what initiatives are taken by the company?
- Q4. Write a note on HR of country and changing demands of employers.