

**Third Semester M.B.A. (Distance Mode) Degree Examination,  
June/ July 2009  
(Directorate of Correspondence Course )**

**M.B.A. DP HR : 303 : Human Resource Planning**

Time : 3 Hours

Max. Marks : 75

**Section - A**

**Answer the following sub-questions. Each sub-question carries 2 marks. (5x2=10)**

1. a. Define Human Resource Planning.
- b. What do you mean by Career Development Cycle?
- c. What is ethnocentric approach?
- d. Define building talents.
- e. What is succession planning?

**Section - B**

**Answer any FIVE of the following. Each question carries SIX marks (5x6=30)**

2. What do you understand by HRP? Explain its importance.
3. Discuss the objectives of career planning and development.
4. What are the reasons for failure of succession planning in India?
5. Distinguish between buying talents and borrowing talents in IT industries.
6. Discuss the stages of human resource mergers and acquisitions.
7. Explain the factors affecting the approaches to International HRM.

**Section - C**

**Answer the following questions. Q.No. 8 and 9 carry 10 marks each and Q.No. 10 carries 15 marks. (10+10+15=35 marks)**

8. a) What are the requisites for effective HR planning?  
**OR**  
b) Explain the objectives of HR planning.
9. a) Explain the important of potential appraisal.  
**OR**  
b) Discuss the future of career planning and development in India.
10. Explain International Compensation. What are the key components of an International Compensation Programme?

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