

Code No: MB193A5 /19

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY GURAJADA VIZIANAGARAM

MBA III Semester Regular/Supplementary Examinations, November-2025

Manpower Planning, Recruitment, and Selection (HR)

TIME: 3 hours

Max. Marks: 75

Answer any FIVE Questions One Question from Each Unit

Question No.11 is Compulsory

UNIT-I

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| 1. | a | Write a note on Human Resource Planning and its characteristics. | 6M |
| | b | Explain the HRP process step-by-step. | 6M |

OR

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| 2. | a | What are the factors affecting HRP, and explain them? | 6M |
| | b | Identify the techniques for the HRP and evaluate. | 6M |

UNIT-II

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| 3. | a | Discuss how the external business environment influences HRP and manpower planning | 6M |
| | b | Illustrate the human resource distribution mapping. | 6M |

OR

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| 4. | a | Explain the downsizing strategies for manpower planning. | 6M |
| | b | What is meant by stocks and flows of manpower in the context of manpower planning? | 6M |

UNIT-III

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| 5. | a | Identify the collection of job data and explain it. | 6M |
| | b | Describe the job evaluation process. | 6M |

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| 6. | a | State the process of job analysis. | 6M |
| | b | Analyze the methods of job evaluation. | 6M |

UNIT-IV

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| 7. | a | Explain the recruitment sources for better talent acquisition. | 6M |
| | b | Identify and discuss at least four barriers to effective selection | 6M |

OR

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| 8. | a | Determine the step-by-step process involved in the selection procedure. | 6M |
| | b | What factors determine the <i>need</i> for recruitment in an organization? | 6M |

UNIT-V

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| 9. | a | Identify the training needs assessment in the training design process. | 6M |
| | b | How to link the training and development to the company's strategies? | 6M |

OR

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| 10. | a | What are the essential conditions for an effective training program? | 6M |
| | b | Explain the process of training design for a manufacturing business. | 6M |

CASE STUDY

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| 11 | | Ramoji Rao is in charge of a bindery in Vijayawada, which employs fifteen people, including five who work in the factory. Three of these employees operate machines, one supervises, and the fifth manually moves the blank paper and finished print. This fifth position, which demands no skill other than driving a handcar, needs to be filled, and | 15M |
|----|--|---|-----|

three applicants have responded.

The first is Mr. Matti Anhaiah, a thirty-five-year-old unmarried Navy veteran. Anjaiah has a poor work record. During his five years in Vijayawada, he has worked only seasonal labor and occasional odd jobs. He drove a forklift in the Navy while working at Visakhapatnam. He has a strong build, which could help, although the work is generally light.

Mr. Nehal Singh, twenty-two years old, came to Vijayawada two years ago from Punjab. He has worked as a farm laborer for many years and in an assembly line for one year. His command of English is poor (but he can speak the regional language, Telugu, fluently). He resides with his mother and seems certain to remain in the area for some time. After having rub farm equipment, he should have no trouble steering a handcar.

Mr. Vangaveeti Raja is a local boy who finished high school two years ago. Subsequently, he obtained a diploma from a local institute and is currently employed as an assistant at Sravani Transport Company, Vijayawada. His character references are excellent. Mr. Raja is small, but he seems quick and was a track star in high school.

Questions:

1. If you were Ramoji Rao, whom would you hire, and why?
2. What selection criteria should be given the highest weight?