



**University of Colombo, Sri Lanka**  
**Institute of Human Resource Advancement (IHRA)**

**Masters Degree in Human Resource Management**  
**(1<sup>st</sup> Semester Examination – December 2012)**

**MHRM 04 – Human Resource Planning**

**Instructions to the Candidates**

- (1) *Answer all questions.*
- (2) *Time allocated for the examination is three (03) hours.*
- (3) *Total number of questions is five (05).*
- (4) *Total number of pages is two (02)*
- (5) *If a page or a part of this question paper is not printed properly, please inform the Supervisor immediately.*
- (6) *Use of any equipment/items such as mobile phones is prohibited, and rules & regulations of University examinations should be strictly followed.*

01. i Define Human Resource Planning (HRP) and explain the steps of HRP process.

(10 Marks)

- ii Briefly explain the different techniques of job design and describe the relationship between job design and HRP with suitable examples.

(10 Marks)

(Total 20 Marks)

02. i Identify two general environmental forces that significantly affect on HRP in any business and describe their impact to demand and supply forecast of human resource.

(10 Marks)

- ii Discuss the role of mission statement and corporate objectives in the human resource planning process.

(10 Marks)

(Total 20 Marks)

03. i Identify different types of human resource demand forecasting methods and explain why newly started companies use qualitative methods for human resource demand forecasting?

(10 Marks)

- ii Calculate required human resource requirement of Doom Hospital for 2013 by using given information.

Year	Hospital Size (No. of Beds)	Number of Registered Nurses
2008	400	300
2009	600	300
2010	800	400
2011	1000	600
2012	1200	600

The Doom corporate objective is to increase number of beds by 300 in 2013.

(10 Marks)

(Total 20 Marks)

04. i Explain the principles of HRP and their significance.  
(06 Marks)
- ii Describe the reasons behind shortage of employees and surplus of employees with suitable examples and identify alternative strategies that are available to an organization in each situation.  
(14 Marks)  
(Total 20 Marks)

05. i "Supply forecasting of human resource evaluate future recruitment potentialities for impending vacancies of the firm". Elaborate this statement by emphasizing requirement, significance, methods and challengers of human resource supply forecasting.  
(12 Marks)
- ii Explain how corporate growth and defensive strategies change the human resource requirement of an organization with relevant examples.  
(08 Marks)  
(Total 20 Marks)

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