



INSTITUTE OF HUMAN RESOURCE ADVANCEMENT

UNIVERSITY OF COLOMBO, SRI LANKA

Masters Degree in Human Resource Management - Course No.04

1st Semester Examination

(Held in December, 2013)

MHRM 04 – Human Resource Planning

Instructions to the Candidates

- (1) Total number of pages – Two (02)
- (2) Total number of questions - Five (05)
- (3) Answer any Four (04) questions.
- (4) If a page or a part of this question paper is not printed, please inform the Supervisor immediately.
- (5) Time allocated for the examination is three (03) hours.
- (6) Write your index number in all pages of answer script
- (7) Tie up all answer sheets at the end of the examination

1. i. Describe human resource planning process with suitable example and explain the significance of Human Resource Planning (HRP) in the present environment.

(15 Marks)

- ii. "Effective job design is the fundamental requirement of effective HRP". Describe the above statement by emphasizing the relationship between job design and HRP with suitable examples.

(10 Marks)

(Total 25 Marks)

2. i. Future demand of the human resource is basically depend on the Mission statement and corporate objectives of the organization. Do you agree with the above statement? Justify your answer.

(12 Marks)

- ii. Identify general environmental trends that significantly effect on HRP in any business and describe their impact to human resource demand and supply.

(13 Marks)

(Total 25 Marks)

3. i. Explain the different types of human resource demand forecasting methods.

(12 Marks)

- ii. Calculate human resource requirement of XYZ Company for 2014 by using given information.

Year	Company sales units (Millions)	Number of sales people
2009	4	30
2010	6	30
2011	8	40
2012	10	60
2013	12	60

The XYZ corporate objective is to increase number of unit sales by 3 million in 2014.

(13 Marks)

(Total 25 Marks)

4. i. Why is it important to ensure that HR plans are flexible?
(05 Marks)
- ii. What are the principles of HRP and describe their requirement for effective HR plans.
(06 Marks)
- ii. Describe how market and company profiles affect to the 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 25 Marks)**
5. i. Explain the requirement, significance, methods, and challengers of human resource supply forecasting with examples.
(09 Marks)
- ii. Explain the relationship between following strategies and HRP.
- a. Unrelated Diversification (Conglomerate)
 - b. Horizontal Integration
 - c. Divestiture
 - d. Retrenchment
- (4*4=16 Marks)**
(Total 25 Marks)
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