

10 MAR 2025 (m)

	Minor Examination Question Paper		Review Date:
		SCHOOL OF BUSINESS	Semester: II /IV Session: JAN-JUNE 2025
	Program: MBA		Maximum Marks: 40
	Course Name: Workforce Planning Recruitment and Selection Course Code: BSL 657		Duration: 90 minutes Sheet 1 of 2

Instructions

- The paper has THREE Sections.
 - Section A has 5 questions of 2 marks each.
 - Section B has 3 questions of 5 marks each.
 - Section C is Application Based and has 2 questions of 7.5 marks each.
- There is **NO CHOICE** in this paper.
- Attempt one section fully before starting with a new section.
- This paper does NOT require use of any log/statistic table(s)
- This paper does NOT require the use of any calculator.

Course Outcomes

CO1 Understanding of Manpower planning, Its History and Importance. Introduction to the various tools used to plan and measure of Workforce Planning and Efficiency. This will help students to understand how workforce planning is critical to business.

CO2 Understanding Job Assessment for Sourcing and Engagement Contract would help

In Budgeting. Here students would have an understanding on Manpower cost and how it is shown in P&L.

CO3 Here the course will help student to know impact of M&A on workforce planning, how to manage redundancies and also the use of AI in Manpower planning which is common in today's industry

CO4 The course will ensure that students understand the source, Techniques and the process of hiring. Also, the different tools that are used to hire manpower.

SECTION A

Short Answer Type Questions

10 marks (2x5)

Q#	QUESTION	Marks	CO#
1.	What is workload Analysis and where and how it is used for Workforce Planning. Give an example.	2	CO1
2.	Why Job assessment is critical to Manpower Planning	2	CO1
3.	Define Fixed Term Contract (FTC) how it is different from Agency Contract	2	CO2
4.	What is Direct Manpower and What is Indirect Manpower – Give Example	2	CO2
5.	What is Tooth to tail Ratio and How is it Different from Span of Control in Context to Organization Design and Manpower Planning.	2	CO2

SECTION B

Long Answer Type Questions

15 marks (5x3)

Q#	QUESTION	Marks	CO#
6.	Write a Detailed note on Delphi Techniques in Workforce Planning, the steps involved, where its used, and its advantages and limitations.	5	CO1
7.	Compare Manpower Engagement through GIG, Assignment, FTC and Outsourcing under min 10 different Aspects of Cost. Present in a Tabular Form.	5	CO2
8.	What is Time motion study and how do we use it and where. What are the steps and outcome of a Time Motion Study.	5	CO2

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SECTION C
Application Based Question / Case Study
15 marks

Q#	QUESTION	Marks	CO#																										
9.	Make a P&L Statement of a Bakery company Making and selling bakery products with some cost line to define, Net Revenue, Gross Revenue, CoGs, Gross Margin, OPEX, PBT, EBITDA and Net Profit. Specifically Highlight the Manpower category in the P&L cost line.	7.5	CO2																										
10.	Use Markov Analysis to project Hiring in 2025-2026. Following information available. Current Manpower – 2024-25 <table><tr><td>Team Members</td><td>300</td></tr><tr><td>Team Leaders</td><td>50</td></tr><tr><td>Manager</td><td>10</td></tr></table> Transition Possibility in 2025-26 <table><tr><td>From \ To</td><td>Team-member</td><td>Team Leader</td><td>Manager</td><td>Exit (X)</td></tr><tr><td>Team Member</td><td>0.65</td><td>0.10</td><td>0.00</td><td>0.25</td></tr><tr><td>Team Leader</td><td>0</td><td>0.70</td><td>0.20</td><td>0.10</td></tr><tr><td>Manager</td><td>0</td><td>0.10</td><td>0.80</td><td>0.10</td></tr></table> Further 50 more team members need to be hired as part of business expansion however Span of control not to decrease beyond 1:7 between T Member and T Leader. Please share a hiring Plan at each level in year 2025-26.	Team Members	300	Team Leaders	50	Manager	10	From \ To	Team-member	Team Leader	Manager	Exit (X)	Team Member	0.65	0.10	0.00	0.25	Team Leader	0	0.70	0.20	0.10	Manager	0	0.10	0.80	0.10	7.5	CO1
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