



JHARKHAND
Rai University
RANCHI

PRACTICE SET
End Semester Examination, December, 2025

Program: MBA

Semester: III

Subject: Workforce Planning & Talent Acquisition

Subject Code: 11.622.6

Course Learning Objectives:

CLO1: To understand the concept of demand & supply of manpower in an organization & the impact of external factors on manpower planning.

CLO 2: To equip the students with knowledge & skills in carrying out recruitment & selection duties in an organization.

CLO 3: To provide an in-depth understanding of recruitment & selection methods & processes.

CLO 4: To understand the major challenges & constraints involved in the recruitment & selection process & to evaluate the process to take correct selection decisions.

Course Outcomes:

On the completion of the Course, the students will be able to:

CO1: Understand the basic concepts, processes & the role of manpower planning in selecting desired human resource.

CO 2: Apply the concepts and methods of recruitment & selection to design and conduct a full and fair recruitment & selection system in a real organization.

CO 3: Analyze selection methods and their effectiveness in helping identify the best interview candidates.

CO 4: Evaluate the strategic, environmental & ethical issues required to select & develop manpower resources.

SECTION A

Question for Five (5) marks:

1. Describe the concept of manpower planning with a simple example. [CO1, Unit I, BTL-LOT, Understand]
2. Define Job analysis in Human Resource Management. [CO1, Unit I, BTL-LOT, Remember]
3. Describe how job analysis supports HR planning. [CO1, Unit I, BTL-LOT, Understand]
4. Explain the relationship between manpower planning and organizational goals. [CO1, Unit I, BTL-LOT, Understand]
5. Explain how economic factors influence HR planning at the macro level. [CO1, Unit I, BTL-LOT, Understand].
6. Explain briefly the concept of application screening. [CO2, Unit II, BTL-LOT, Remember].
7. State any two issues faced in recruitment. [CO2, Unit II, BTL-LOT, Remember].
8. State the advantages of screening applications. [CO2, Unit II, BTL-LOT, Remember]
9. Explain the importance of recruitment in organizations. [CO2, Unit II, BTL-LOT, Understand].
10. Explain the purpose of creating psychometric tests. [CO2, Unit II, BTL-LOT, Understand]
11. List the types of interviews commonly used in organizations. [CO3, Unit III, BTL-LOT, Remember].
12. State the purpose of conducting interviews. [CO3, Unit III, BTL-LOT, Remember]
13. Explain how interview outcomes influence selection decisions. [CO3, Unit III, BTL-LOT, understand]
14. Explain the advantages of panel interviews. [CO3, Unit III, BTL-LOT, Understand]
15. Differentiate between technical and HR interviews. [CO3, Unit III, BTL-LOT, Understand].
16. Define expatriate selection. [CO4, Unit IV, BTL-LOT, Remember].
17. Explain the term HRIS (Human Resource Information System)? [CO4, Unit IV, BTL-LOT, Understand]
18. Explain the role of technology in recruitment and selection. [CO4, Unit IV, BTL-LOT, Understand]

19. Explain internal selection vs. external recruitment. [CO4, Unit IV, BTL-LOT, Understand].
20. Explain the steps involved in induction and socialization. CO4, Unit IV, BTL-LOT, Understand]

Section -B

Question for Ten (10) marks:

21. Analyze the challenges faced in manpower forecasting at the macro level. [CO1, Unit-I, BTL- HOT, Analyze]
22. Explain how information from job analysis can be used to improve supply forecasting. [CO1, Unit-I, BTL- HOT, Analyze].
23. Illustrate how different types of employment (full-time, part-time, contractual) can help an organization maintain workforce flexibility. [CO1, Unit-I, BTL- LOT, Apply]
24. Analyze the link between individual differences and job performance. [CO2, Unit-II, BTL- HOT, Analyze]
25. Evaluate the effectiveness of advertising channels for attracting qualified candidates. [CO2, Unit-II, BTL- HOT, Evaluate]
26. Analyze the benefits and drawbacks of using customized psychometric tests. [CO2, Unit-II, BTL- HOT, Analyze]
27. Examine how group discussions reveal managerial competencies. [CO3, Unit-III, BTL- HOT, Analyze]
28. Judge the role of interviewer judgment in selection decisions. [CO3, Unit-III, BTL-HOT, Evaluate].
29. Illustrate how decision-making criteria can be applied to select the best candidate from a pool. [CO3, Unit-III, BTL-LOT, Apply]
30. Critically evaluate technology-based selection tools in improving hiring outcomes. [CO4, Unit-IV, BTL-HOT, Evaluate].
31. “Linking recruitment with HRM processes ensures better workforce planning and utilization.” Justify how this contributes to organizational effectiveness. [CO4, Unit-IV, BTL-HOT, Analyze].
32. Illustrate the use of analytics tools to track and improve recruitment efficiency and effectiveness. [CO4, Unit-IV BTL-LOT, Apply]

SECTION C

Question for twenty (20) marks:

- 33.** Organizations today are placing greater emphasis on workforce diversity to enhance creativity, inclusion, and adaptability. As an HR manager, you are asked to design a manpower plan that promotes both inclusion and flexibility. Your plan should focus on hiring a diverse workforce, ensuring equal opportunities, and implementing flexible employment arrangements to meet changing business needs. [CO1, Unit-I, BTL-HOT, Create]
- 34.** GlobalTech plans to expand into Southeast Asia. Evaluate the effectiveness of its manpower planning strategy and employment structure in addressing workforce needs, skill gaps, and operational flexibility, and suggest improvements. [CO1, Unit-I, BTL-HOT, Evaluate]
- 35.** UrbanTech, a growing tech startup, struggles with high attrition and slow recruitment cycles. The HR department has identified issues in application screening, psychometric test usage, and recruitment advertising that hinder hiring efficiency. [CO2, Unit-II, BTL-HOT, Create]
- A) Propose a comprehensive recruitment strategy that addresses advertising, screening, and testing challenges.
- B) Develop a step-by-step implementation plan to reduce attrition and improve the quality of hires.
- 36.** A large manufacturing organization plans to expand over the next five years. Evaluate the effectiveness of its manpower planning framework in ensuring the right number of employees with the right skills at the right time. Consider demand forecasting, supply analysis, job analysis, HR objectives, recruitment and training strategies, and monitoring mechanisms, and suggest improvements. [CO2, Unit-II, BTL-HOT, Evaluate]
- 37.** A company is hiring a project manager. Evaluate the effectiveness of a panel interview checklist in ensuring fair, consistent, and reliable candidate assessments. Consider the evaluation criteria, scoring system, and qualitative comments, and suggest improvements. [CO3, Unit-III, BTL-HOT, Evaluate].
- 38.** Bright Hire Academy is recruiting teaching staff for multiple subjects. They plan to include group discussions in the selection process to assess teamwork, problem-solving, and communication skills. [CO3, Unit-III, BTL-HOT, Create]

A) Design a group discussion evaluation template to measure candidate performance effectively.

B) Propose methods to ensure fair and unbiased assessment during the discussion.

39. A company plans to modernize its hiring process by using current recruitment trends like social media recruiting, online job portals, and AI-based screening. Design a hiring plan that incorporates these trends to attract top talent, improve outreach, and reduce time-to-hire, highlighting key steps and tools involved. [CO4, Unit-IV, BTL-HOT, Create]

40. FinEdge Solutions hires 50 new employees annually. Many new hires leave within the first six months due to poor orientation and lack of understanding of company culture. [CO4, Unit-IV, BTL-HOT, Create]

A) Design an induction and socialization program to improve employee integration and retention.

B) Justify how your program ensures long-term engagement and productivity of new employees.

Summary:

CO Wise:

CO	Question No.	Marks
CO1	1,2,3,4,5,21,22,23,33,34	95
CO2	6,7,8,9,10,24,25,26,35,36	95
CO3	11,12,13,14,15,27,28,29,37,38	95
CO4	16,17,18,19,20,30,31,32,39,40	95

Unit Wise:

Unit	Question No.	Marks
I	1,2,3,4,5,21,22,23,33,34	95
II	6,7,8,9,10,24,25,26,35,36	95
III	11,12,13,14,15,27,28,29,37,38	95
IV	16,17,18,19,20,30,31,32,39,40	95

Blooms Taxonomy Level (BTL) Wise

BTL	Question No.	Marks
LOT	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15,16,17,18,19,20,23,29,32	130
HOT	21,22,24,25,26,27,28,30,31,33,34,35,36,37,38,39,40	250

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Disclaimer: - This is a Practice Set. The Question in End term examination will differ from the Practice set. This Practice set is meant for practice only.