# Manpower Planning, Recruitment and Selection

# April 2022 Examination

# Question 1. In your opinion, what purpose does manpower planning serve for an organization? If you have to plan for manpower, what are the levels at which you perform this activity? Outline the behavioral factors that impact manpower planning. (10 Marks)

**Ans 1.**

**Introduction**

Workforce planning is involved with the coordination, motivation, and manipulation of diverse operations internal to an employer. Without question, making plans is the foremost crucial thing for any organization. No employer can attain its targets without proper planning. Human resource making plans is often called workforce planning. Hard work making plans is the system of growing techniques to suit workforce delivery to job availability at the organizational, regional, and countrywide tiers. Reviewing current human assets, waiting for future necessities and availability, and taking movements to guarantee that people and talents fit demand are all Its Half solved only

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# Question 2. Krishiv has to develop a fair and reasonable salary structure for a new position at his organization while ensuring equal pay for equal work in an advertising agency. What process should he follow and what are the limitations of that process? (10 Marks)

## Ans 2.

## Introduction

Equal pay for equal work takes place to be a concept that becomes laid out doing the labor rights. The people running in the very identical place of work would be furnished with identical charges. It found extensive utilization within the context of sexual discrimination and the gender pay hole. Equal pay refers to the entire range of bills, and the benefits loved utilizing a worker. The handiest no longer consists of actual payments; however, it also considers the bonuses and

# Q3. Stellar Learning which is an upcoming Edu-tech company aspires to redefine the learning landscape by going global. Shobhit is the senior most person in the HR department who is going to lead the expansion and making sure the right people are available to succeed at an international level.

# a. To motivate his team, what benefits of international human resource planning should Shobhit brief his team to help them manage the project successfully? (5 Marks)

# Ans 3a.

## Introduction

Worldwide Human resource management affords an organization with practical and strategic significance. From the capability perspective, it would carry out a similar set of sports like that of human aid management. However, strategically it can be a link between the business techniques

**b. If his team asks him, regarding the limitations & challenges encountered during international human resource planning, what creative suggestions can Shobhit give to overcome them? (5 Marks)**

**Ans 3b.**

**Introduction**

Global HRM performs a considerable part within the procurement procedure and allocation of human resources inside a multinational organization. When it operates inside limited overseas places, the challenge is lots easier for the managers; however, when it expands further, the challenges also tend to increase. However, treatments for the challenges constantly come, and the