**Manpower Planning, Recruitment and Selection**

**December 2022 Examination**

**1. What are the common difficulties faced by IT companies related to manpower planning? (10 Marks)**

**Ans 1.**

**Introduction**

IT companies should have enough human resources to attain their regular monthly and lifetime targets. The projects they are getting will likewise boost, making them rely upon the leading position amongst the competitors. The targets and tasks will be pending when you do not have good human resources that are also competent. Business places and demographic changes are the main reasons for problems while taking care of human resources preparation. The jobs the IT business will take and the type of experienced and required employees are always required to determine and prepared for it before the job begins. This implies that correct scheduling of the

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**2. Why Performance Appraisal is important? What can be the threats to performance appraisal? (10 Marks)**

**Ans 2.**

**Introduction**

IT firms will always need to provide the appraisal to the employees at regular intervals. The updated variation and the modern technology will need high abilities, so the company should offer the proper training and advice to improve their ability and performance. Employee productivity will need to be improved regularly; boosting your company and making them discover their unique abilities. Finishing the jobs will be rapid and exact, which will be better for taking any projects without problems. When you are providing the proper appraisal of the job,

**3. 360- degree feedback is effective way of appraising the performance of employees provided it is designed and implemented scientifically.**

**a. Give reasons of how 360 degrees feedback is an effective method of performance appraisal. (5 Marks)**

**Ans 3a.**

**Introduction**

The reviews about the performance of the staff members will constantly be critical for any company to improve its service criterion. The skills and mistakes the staff members are making will be identified via this kind of response. Thus the staff members can know their unfavorable and favorable things and perform correctly. Therefore the company can also determine the

**b. While using this method, organizations might come across some difficulties. What kind of difficulties can be faced by the organizations and how those difficulties can be addressed? (5 Marks)**

**Ans 3b.**

**Introduction**

The use of 360 degree feedback will be high for any IT business, which will recognize the specific performance of any functioning employees. Right here are the negative thoughts of the organization and, likewise, their problems. The employees will come to know their negative and