**Manpower Planning, Recruitment and Selection**

**April 2023 Examination**

**Q1. What is the final step in human resource acquisition? Discuss its significance.**

**Ans 1.**

**Introduction**

The process referred to as human resource planning (HRP) is an iterative process driven by data. It helps companies plan for the future by meticulously expecting their needs in terms of human resources to fill up readily available work with qualified applicants. HRP is a phrase that stands for "human resource planning." It covers one of the most crucial human resources initiatives for the following several months, which will help the firm attain its calculated purposes and keep its one-upmanship while preventing any employee scarcities or surpluses.

Organizations must adjust their human resources effectively to be effective in today's swiftly

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**Q2. Career Anchors play vital role while deciding the career choices. Give your inputs and explain in detail.**

**Ans 2.**

**Introduction**

Supports in a profession are the aspects of a work or kind that attract a person to the degree that they are influenced to seek that profession as a type of work or course. They are consistent with precisely how an individual considers himself regarding their skills, ideologies, requirements, and goals. Individuals can obtain an extra in-depth comprehension of the links that bind them to their profession when they take part in a task created to analyze profession anchors.

Regarding our professional lives, each of us places a unique and different quantity of value on

**Q3a. Why do you think Performance Appraisal is important?**

**Ans 3a.**

**Introduction**

A performance testimonial has three main features:

1. It provides each worker with unbiased feedback on their work.
2. It prepares for changing behavior towards a lot more efficient patterns.
3. It provides managers with information that can be used when deciding exactly how to

**Q3b. How will you encourage good performance of employees in your organization?**

**Ans 3b.**

**Introduction**

Your business can minimize its expenditures and get more time for its operations if you take full advantage of the benefits stemming from the contributions supplied by your personnel. Employees must be productive, take part in their tasks, and be motivated for a company to