

International Islamic University Chittagong
Mid Term Examination Autumn 2019
Program: MBM Course Code: BNKG-5415
Course title: Human Resource Planning in Banking

Marks: 30

Times: 2.00 hrs

Instruction:

- Answer any (03) **three** of the following questions.
- All the parts of a question must answer serially.
- Answer should be relevant. Figures in the right margin indicate full marks.

- 1.a. Define Human Resource Planning. Briefly discuss the steps involved in Human Resource Planning for Banking. 5
- b. Identify different advantages and disadvantages of *hiring from internal employees* and *hiring from external sources* for Banks. 5
- 2.a. Give a short note on different *environmental factors affecting Human resource planning* in the Banking sector of Bangladesh? 5
- b. Identify the *five steps of the job analysis process* that you may apply in the designing a Job position of a Bank. 5
- 3.a. What is Job analysis? Identify the *essential elements of job analysis*. Explain common *problems associated with the job analysis process*. 5
- b. Let You are HR Manager of a Private commercial Bank, looking for some Senior professionals for your Bank. What are *fundamental competencies, essential competencies and visionary competencies* do you recommend for such position? Discuss with respect to *Competency modeling*. 5
4. Write short notes on: 2.5*4=10
- a) Retrenchment
- b) Head hunting
- c) National Occupational Classification
- d) Position replacement card