



Professional Qualification in HUMAN RESOURCE MANAGEMENT

Level 6 Diploma

UNIT 2 – ORGANISATIONAL RESOURCE PLANNING

Question 1

Illustrate how human resource planning contributes to the achievement of strategic goals. Use examples to support your answer. (20 marks)

Question 2

- (a) **Compare** the advantages **and** disadvantages of traditional manpower planning with integrated human resource planning. (10 marks)
- (b) **Suggest why** it is important to consider the structure of an organisation when considering organisational resource planning. **Justify** your answer. (10 marks)

Question 3

- (a) **Compare** the internal **and** external factors which influence job roles **and** job design that could impact on employee motivation. (10 marks)
- (b) Referring to your answer to Question 3a and using examples, **suggest why** having a motivated workforce has **strategic** benefits for an organisation. **Justify** your answer. (10 marks)

Question 4

- (a) **Distinguish** between competencies and qualifications as means to develop the **future** skills required of a workforce. (8 marks)
- (b) **Suggest** the extent to which competencies **and** qualifications support workforce development. **Justify** your answer. (12 marks)

Question 5

- (a) **Compare and contrast** career management with succession planning. (8 marks)
- (b) **Suggest** the **likely** consequence to an organisation which does not engage in effective succession planning. (12 marks)