



UNIVERSITY OF KELANIYA - SRI LANKA

Centre for Distance and Continuing Education

FACULTY OF COMMERCE & MANAGEMENT STUDIES

Bachelor of Commerce (Special) Degree Third Year Examination (External) – 2014/15

August 2020

BCOME 3015 – Human Resource Management

No. of Questions: Six (06)

Time: 03 Hours

Answer any five (05) questions.

(01).

- a) Define “Human Resource Management”.
(04 Marks)
- b) What are the key functions (components) of Human Resource Management?
(06 Marks)
- c) Briefly explain the relationship between the key functions (components) of Human Resource Management.
(10 Marks)
- (Total Marks 20)**

(02).

- a) What do you mean by Labour Planning?
(04 Marks)
- b) Contrast Job Description and Job Specification.
(06 Marks)
- c) “The foal of Human Resource Planning is to assess human resource requirements of and organization”. Do you agree with this statement? Comment.
(10 Marks)
- (Total Marks 20)**

(03).

- a) What do you understand by Recruiting? And discriminate Internal Recruiting and External Recruiting. Explain.

(06 Marks)

- b) Explain the model of recruitment process.

(06 Marks)

- c). Describe the following Selection Models.

- i). Interviews
- ii). Intelligence Quotient
- iii). Multiple Cutoff
- iv). Multiple Hurdle

(02 x 4 = 08 Marks)

(Total Marks 20)

(04).

- a) Describe the “Equity Theory” in Human Resource Compensation.

(05 Marks)

- b) What is a relationship between Performance Appraisal and Compensation system?

(07 Marks)

- c) Describe how Compensation in organization is used to help the Human Resource Development Program.

(08 Marks)

(Total Marks 20)

(05).

- a) In the process of training and development, ‘training need analysis’ is vital as an initial step. Explain.

(04 Marks)

b) "Assessment centre is a special programme formulated to select candidates for especially managerial vacancies." Explain pros and cons of this selection method with reference to special features of an assessment centre.

(06 Marks)

c) What is a Grievance? Discuss the Grievance handling procedure in a typical organization.

(10 Marks)

(Total Marks 20)

(06). Describe the following topics;

- a) Collective bargaining.
- b) Occupational Stress.
- c) Hard and Soft approach to HR.
- d) System approach.

(05 marks x 04 = 20 Marks)

(Total Marks 20)

