



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) – 2022
March – 2025

BCOME 3015- Human Resource Management

No. of Questions : Six (06)

Time: 03 hours

Answer any five (05) questions

Question No.01

- a) What do you mean by Human Resource Management?
(Marks 04)
- b) Briefly explain the evolutionary nature of Human Resource Management.
(Marks 08)
- c) Differentiate between qualitative and quantitative approaches in Human Resource Management and provide examples to illustrate how each approach is applied in an organization.
(Marks 08)
- (Total 20 Marks)**

Question No.02

- a) "A well-executed human resource planning strategy helps organizations adapt to market changes while maintaining workforce stability." Do you agree with this statement? Justify your answer with relevant examples.
(Marks 10)
- b) Explain the key challenges that organizations face in human resource forecasting and explain how do companies address these challenges to ensure a well-planned workforce?
(Marks 10)
- (Total 20 Marks)**

Question No.03

- a) Contrast internal and external recruitment methods and briefly explain the advantages and disadvantages of each approach? Briefly discuss.
- b) "A well-structured recruitment and selection process can contribute to long-term business success." Discuss this statement in relation to best practices in recruitment and selection.

(Marks 08)

(Marks 12)

(Total 20 Marks)

Question No.04

- a) Discuss the importance of training and development in achieving organizational efficiency. Provide examples to support your answer.
- b) Compare On-the-Job Training and Off-the-Job Training methods and discuss the advantages and limitations of each approach.
- c) What is the role of performance appraisal in Human Resource Management? Explain four(04) commonly used performance appraisal methods along with their advantages and disadvantages.

(Marks 04)

(Marks 08)

(Marks 08)

(Total 20 Marks)

Question No.05

- a) "A well-structured salary system is essential for attracting and retaining top talent in a competitive job market." Do you agree with this statement? Justify your answer with relevant theories and examples.
- b) i). Explain the differences between direct and indirect wages/salaries. Provide examples of how each type contributes to employee motivation and retention.
- ii). Discuss the impact of labor laws and government regulations on salary management. Provide examples to illustrate your answer.

(Marks 10)

(Marks 05)

(Marks 05)
(Total 20 Marks)

Question No.06

Write short notes on any five of the following topics:

- a) Employee safety and major workplace hazards
- b) Workplace stress
- c) Workplace violence
- d) Industrial disputes and collective bargaining
- e) The process of grievance handling
- f) The importance of employee participation in decision-making

(Marks: 4 × 5 = Total 20 Marks)

