



BMGT E 2025/ BMGT 23025/ BMG 202.1 – Human Resource Management

No of questions – 08 (Eight)
Answer any five (5) questions

Time: 03 Hours

1. (a) Define Human Resource Management. (05 marks)
- (b) "Human Resource Management is the core for any organization. Quality of other functions of organizational management depends on the quality of Human Resource Management in an organization." Do you agree with this statement? Discuss. (15 marks)
(Total 20 marks)
2. (a) "Job design creates of jobs which individuals in an organization have to perform. Job design affects directly organizational success." Explain how job design helps improving organizational success. (10 marks)
- (b) There are several techniques which are used to design the job. Explain the techniques of job design. (10 marks)
(Total 20 marks)
3. (a) HR planning is a HRM function that focuses on providing the organization with an adequate human power in order to achieve goals and objectives of an organization. Describe the steps of Human Resource Planning Process. (12 marks)
- (b) Briefly explain the importance of HR planning. (08 marks)
(Total 20 marks)
4. (a) "There is no one best method for recruiting employees for an organization." Do you agree with this statement? Discuss. (10 marks)
- (b) Interviewing is one of the most popular methods of employee selection. But there are several errors which are associated with the interviewer and also interviewee. Explain the errors which are associated with the interviewer in selecting most appropriate person to the organization. (10 marks)
(Total 20 marks)

5. (a) "Performance evaluation is a process by which organizations evaluate employee job performance. Not only the HR managers but also all other functional managers are responsible for performance evaluation in an organization." Discuss the validity of this statement. (12 marks)
- (b) "There are several methods of handling grievances in an organization. Briefly explain three methods of handling grievances in an organization. (08 marks)
(Total 20 marks)
6. Mr. Gunadasa is a Van driver who had been found employed by a firm in the garment industry for over 7 years. No complaints were against this driver so far. The driver had to perform a duty of going and bringing packets of dinner before 7.00 p.m. for employees of the firm. One day the driver got delay to bring packets of dinner. Consequently, there was an argument between the driver and one of the female employees. Driver had got really angry and scolded her using filthy words.
The incident was reported to the factory manager who penalized the driver immediately by fining Rs.1000.00 from his salary due for the month. The driver has decided to go and see the Human Resource Manager (HR).
Do you agree with the disciplinary action inflicted on the driver by the Factory Manager? If you are the HR manager. what do you do in this regard?
(Total 20 marks)
7. (a) Distinguish between Training and Development. (05 marks)
- (b) "The relationship between Training and Productivity are always positive." Discuss. (08 marks)
- (c) "There are many alternative methods of training available for an organization for the purpose of training its employees." What are the major methods of training of employees in an organization? (07 marks)
(Total 20 marks)
8. (a) "In the past, Pay management (Wage and Salary Administration) was considered as a very important function of HRM. At present also it is so and even in the future it will be so." Explain the importance of pay management for organizational success. (10 marks)
- (b) One of the major problems of apparel industry workers faced today is occupational accidents. What are the strategies you supposed to prevent or minimize occupational accidents in apparel industry in Sri Lanka? (10 marks)
(Total 20 marks)