



University of Kelaniya - Sri Lanka
Centre for Distance and Continuing Education
Faculty of Commerce & Management Studies

Bachelor of Business Management (General) Degree Second Examination (External) – 2013
January - 2017

BMGT E2025 – Human Resource Management

No of questions – Eight (08)

Time: 03 Hours

Answer any five (05) questions.

1. a) What is meant by human resources?
(04 Marks)
 - b) Why do some organizations fail in properly practicing their HRM?
(06 Marks)
 - c) Why is human resource management strategy so important in effective execution of business strategy? Explain with examples.
(10 Marks)
- (Total 20 Marks)**
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2. a) Explain what Human Resource Management (HRM) is describing its main focus, content and its nature.
(12 Marks)
 - b) “What are the importance of HRM?”
(08 Marks)
- (Total 20 Marks)**

3. a) Differentiate between 'soft HRM' and 'hard HRM'.
(10 Marks)
- b) Briefly explain about the major roles of HRM.
(10 Marks)
- (Total 20 Marks)**
4. Suppose that you are asked to design an employee recruitment strategy for a company that is at the mature level of its business life cycle. Explain how you would design this recruitment strategy. You may reveal any assumptions for your explanation.
(Total 20 Marks)
5. a) How do you assess the success of a selection process?
(07 marks)
- b) Suppose that you have been appointed as the training manager in a well reputed multinational company. Now you are asked to design a training program to train ten management trainees. Briefly explain about how you would design this training program describing major stages of the training programme.
(13 Marks)
- (Total 20 Marks)**
6. a) What is meant by the concept of 'non-financial reward'?
(06 Marks)
- b) Why should companies design 'appropriate reward strategies' rather just focusing paying salaries to employees?
(07 Marks)
- c) If you are asked to design a strategic reward system, what major factors will you consider?
(07 Marks)

(Total 20 Marks)

7. a) What is meant by 'performance'?
- (05 Marks)
- b) Briefly explain the main stages of performance appraisal process.
- (07 Marks)
- c) Briefly explain two methods of performance appraisal on how they are implemented in appraising performance.
- (08 Marks)
- (Total 20 Marks)**

8. a) What is the difference between job description and person specification?
- (05 Marks)
- b) Explain the main phases of human resource planning process illustrating an example.
- (15 Marks)
- (Total 20 Marks)**

