



**Faculty of Management, University of Peradeniya,  
Sri Lanka**  
**End of Second Semester Examination - 2015/2016**

**ML 4207 – Human Resource Management**

**Instructions:**

**Time: One Hour**

**Part - A is compulsory and answer One (01) question from part - B**

**Date: December 20, 2016**

**Time: 1.00 p.m. – 2.00 p.m.**

**Part - A**

- |  |            |
|--|------------|
| Define the concept 'human resource management' in your own words.                | (05 Marks) |
| List the responsibilities of human resource professionals.                       | (05 Marks) |
| Why is knowledge on HRM important for any manager?                               | (05 Marks) |
| What is meant by the term 'job analysis'? Describe its components.               | (05 Marks) |
| Differentiate 'recruitment' and 'selection'.                                     | (05 Marks) |
| List out the advantages of internal recruitment.                                 | (05 Marks) |
| List three external recruitment methods and describe one of them.                | (05 Marks) |
| Briefly explain the usefulness of selection interviews.                          | (05 Marks) |
| List two competencies required from human resource professionals.                | (05 Marks) |
| Discuss the usefulness of 'assessment center' in identifying the best candidate. | (05 Marks) |
| <b>(Total Marks 50)</b>  |            |

**Part - B**

- |   |            |
|---|------------|
| Differentiate 'training' and 'development'.                                     | (08 Marks) |
| What are the advantages of 'on-the-job' training?                               | (07 Marks) |
| List the components of training evaluation and describe one of them.            | (06 Marks) |
| What is meant by 'learning outcomes or learning objectives' in training design? | (04 Marks) |
| <b>(Total Marks 25)</b>   |            |
|   |            |
| Describe the concepts of 'performance management' and 'performance appraisal'.  | (06 Marks) |
| What is the role of performance feedback?                                       | (07 Marks) |
| Discuss the advantages of self-review in performance appraisal.                 | (05 Marks) |
| Briefly explain the employee selection process.                                 | (07 Marks) |
| <b>(Total Marks 25)</b>   |            |

# N4 Past Papers Of Human Resource Management

**Albert A Gayle**



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## **Table of Contents N4 Past Papers Of Human Resource Management**

1. Understanding the eBook N4 Past Papers Of Human Resource Management
  - The Rise of Digital Reading N4 Past Papers Of Human Resource Management
  - Advantages of eBooks Over Traditional Books
2. Identifying N4 Past Papers Of Human Resource Management
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an N4 Past Papers Of Human Resource Management
  - User-Friendly Interface
4. Exploring eBook Recommendations from N4 Past Papers Of Human Resource Management
  - Personalized Recommendations
  - N4 Past Papers Of Human Resource Management User Reviews and Ratings
  - N4 Past Papers Of Human Resource Management and Bestseller Lists
5. Accessing N4 Past Papers Of Human Resource Management Free and Paid eBooks
  - N4 Past Papers Of Human Resource Management Public Domain eBooks
  - N4 Past Papers Of Human Resource Management eBook Subscription Services
  - N4 Past Papers Of Human Resource Management Budget-Friendly Options

6. Navigating N4 Past Papers Of Human Resource Management eBook Formats
  - ePub, PDF, MOBI, and More
  - N4 Past Papers Of Human Resource Management Compatibility with Devices
  - N4 Past Papers Of Human Resource Management Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of N4 Past Papers Of Human Resource Management
  - Highlighting and Note-Taking N4 Past Papers Of Human Resource Management
  - Interactive Elements N4 Past Papers Of Human Resource Management
8. Staying Engaged with N4 Past Papers Of Human Resource Management
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers N4 Past Papers Of Human Resource Management
9. Balancing eBooks and Physical Books N4 Past Papers Of Human Resource Management
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection N4 Past Papers Of Human Resource Management
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine N4 Past Papers Of Human Resource Management
  - Setting Reading Goals N4 Past Papers Of Human Resource Management
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of N4 Past Papers Of Human Resource Management
  - Fact-Checking eBook Content of N4 Past Papers Of Human Resource Management
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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