



**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) |
| (Total Marks 50) | |

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) |
| (Total Marks 25) | |
| | |
| 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) |
| (Total Marks 25) | |

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