



**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>   |            |

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**E Durkheim**



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