

Faculty of Management, University of Peradeniya, Sri Lanka

End of Second Semester Examination - 2015/2016

ML 4207 - Human Resource Management

One Hour

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

December 20, 2016		Time: 1.00 p.m 2.00 p.m
Part - A		
Define the concept 'human resource management' in your own words.	21	(05 Marks)
List the responsibilities of human resource professionals.	555	(05 Marks)
Why is knowledge on HRM important for any manager?	4.8	(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)
escribe the concepts of 'performance management' and 'performance r	ppraisa	l*. (06 Marks)
What is the role of performance feedback?		(07 Marks)
Discuss the advantages of self-review in performance appraisal.		(05 Marks)
		(07 Marks)
riefly explain the employee selection process.		

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Table of Contents Human Resource Management Past Exam Papers

- 1. Understanding the eBook Human Resource Management Past Exam Papers
 - The Rise of Digital Reading Human Resource Management Past Exam Papers
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Human Resource Management Past Exam Papers
 - 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 Human Resource Management Past Exam Papers
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Human Resource Management Past Exam Papers

- Personalized Recommendations
- Human Resource Management Past Exam Papers User Reviews and Ratings
- Human Resource Management Past Exam Papers and Bestseller Lists
- 5. Accessing Human Resource Management Past Exam Papers Free and Paid eBooks
 - Human Resource Management Past Exam Papers Public Domain eBooks
 - Human Resource Management Past Exam Papers eBook Subscription Services
 - Human Resource Management Past Exam Papers Budget-Friendly Options
- 6. Navigating Human Resource Management Past Exam Papers eBook Formats
 - o ePub, PDF, MOBI, and More
 - Human Resource Management Past Exam Papers Compatibility with Devices
 - Human Resource Management Past Exam Papers Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Human Resource Management Past Exam Papers
 - Highlighting and Note-Taking Human Resource Management Past Exam Papers
 - Interactive Elements Human Resource Management Past Exam Papers
- 8. Staying Engaged with Human Resource Management Past Exam Papers
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Human Resource Management Past Exam Papers
- 9. Balancing eBooks and Physical Books Human Resource Management Past Exam Papers
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Human Resource Management Past Exam Papers
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Human Resource Management Past Exam Papers
 - Setting Reading Goals Human Resource Management Past Exam Papers
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Human Resource Management Past Exam Papers

- Fact-Checking eBook Content of Human Resource Management Past Exam Papers
- 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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