



**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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**DJ Losen**



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**Human Resource Management** John Martin, 2008-12-01

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*Human Resource Management* John Bratton, Jeff Gold, Andrew Bratton, Laura Steele, 2021-12-30 Authoritatively and expertly written the new seventh edition of Bratton and Gold's *Human Resource Management* builds upon the enduring strengths of this renowned book Thoroughly updated topical and accessible this textbook explores the theory and practice of human resource management and will encourage your students to reflect critically on the realities of the ever changing world of work The new edition truly captures the zeitgeist of contemporary human resource management With coverage of the Covid 19 pandemic in relation to business ethics physical and mental wellbeing inequality and the rise of the gig economy and precarious work students will feel connected to the complex issues that face workers organisations and wider society This edition also includes expanded coverage on the ever palpable effects of globalization and technological change and explores the importance of sustainable practice Students will gain critical insight into the realities of contemporary HRM engaging with the various debates and tensions inherent in the employment relationship and understanding the myriad of different theories underpinning human resource management New to this edition New Ethical Insight boxes explore areas of current ethical concern in trends and practice New Digital Spotlight boxes explore innovations in technology analytics and AI and the impact on workers and organisations Topical coverage on job design and the rise of the gig economy and precarious work A critical discussion of the core themes and debates around human resource management in the post Covid 19 era including mental health and wellbeing A rich companion website packed with extra resources including video interviews with HR professionals work related films bonus case studies links to employment law and vocab checklists for ESL students make this an ideal text for online or blended learning

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*X-Kit Undergraduate Human Resource Management*, 2006

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**Human Resource Management** Jawad Syed, Robin Kramar, 2017-04-26 The fully revised and updated second edition of this core textbook builds on the previous edition's success to bring an even sharper exploration of HRM in a real world global context With a critical approach that is woven into the chapters and encourages students to question assumptions in HRM there is a consistent focus on the impact of globalization the ways in which theory has addressed the implications of a globalized workforce and the way HRM works in multinational corporations Boasting a truly global orientation this textbook draws on the expert knowledge of chapter authors from around the world combining international case studies with a strong offering of pedagogical features While adopting a rigorous academic approach the book is also designed to engage students and elicit independent thought This is an ideal core textbook for undergraduate and postgraduate students studying on general business and management degrees specialist HRM degrees and international business degrees In addition this an important supplementary text for International HRM modules and HRM modules on MBA programmes New to this Edition Brand new chapters on Talent Management International Assignments Managing Global and Migrant Workers and Sustainable HRM Revised and refreshed international case studies including an array of examples from diverse non western regions of the world HRM in the news boxes comprising issues from the media that are relevant to each chapter topic Stop and reflect boxes containing thought provoking questions that encourage critical thinking Accompanying online resources for this title can be found at [bloomsburyonlineresources.com/human-resource-management-in-a-global-context](http://bloomsburyonlineresources.com/human-resource-management-in-a-global-context) These resources are designed to support teaching and learning when using this textbook and are available at no extra cost

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**An Introduction to Human Resource Management** Nick Wilton, 2010-09-15 This exciting new introductory text in human resource management moves beyond a prescriptive approach to provide a holistic overview of the role of HRM in its contemporary context Acknowledging and reflecting upon key trends in HRM the labour market and the broader economy the author offers critical discussion of the theoretical and practical issues surrounding HRM Includes accessible learning features to help you best explore the material including research ethics and international insight boxes chapter summaries and objectives self test questions recommended reading end of chapter case studies An accompanying companion website [www.sagepub.co.uk/wilton](http://www.sagepub.co.uk/wilton) provides you with full text journal articles extended case studies weblinks and a glossary The website also provides an instructor's manual PowerPoint slides and a multiple choice test bank for lecturers This book is essential reading for undergraduate postgraduate and MBA students as well as those studying for their CIPD qualifications Nick Wilton is Senior Lecturer in HRM at Bristol Business School at the University of the West of England Well researched well written and is clearly signposted and structured for the reader The learning objectives at the outset of every chapter act as a clear guide for each topic explored Additional references and further reading are also offered to the student seeking deeper knowledge Case studies throughout the book bring the HRM theories to life and demonstrably link these with practice Wilton's book is an extremely useful core text for students of HRM and a welcome addition to HRM resources Denise Bagley Principal Lecturer in Human Resource Management London South Bank University

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