



**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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Realising Critical HRD Jamie L. Callahan, Clare Rigg, Sally Sambrook, 2015-10-19 This book contends that the project of Critical Human Resource Development CHRD is to effect change transformation and that as such critical scholars must expose the injustices and inequities associated with the neoliberal narrative which forms the dominant rationality of current mainstream HRD practice In other words those that would change must first recognise that there is a problem worthy of being transformed It is here that much of the CHRD project has plateaued there is much theorising on dominant ideology hegemony power structures and other artefacts of a critical agenda yet there are comparatively few empirical explorations of the CHRD project that would facilitate practical engagement This book offers a means to help progress CHRD from its current concern with problem recognition to a champion of meaningful change This book offers a series of chapters that provide examples of different approaches to engaging in interventions that allow CHRD professionals to challenge power structures and in turn begin to effect change for organisations and employees alike The chapters are clustered in three distinct approaches to thinking about talking about and doing critical practice thus the sections of the book are titled Reflecting Voicing and Enacting

Human Resource Management Alan Nankervis, Marian Baird, Dr Jane Coffey, John Shields, 2019-08-29 Now in its 10th edition AHRI endorsed Human Resource Management Strategy and Practice provides a strong conceptual and practical framework for students of human resource management The successful integrative strategic HRM model is retained and the most recent developments in human resource management theories and practices are explored A multitude of contemporary regional and international examples are incorporated throughout alongside expanded coverage on the future of work and emerging HRM issues Thoroughly revised and updated with the latest research findings this edition adopts a lateral approach to illustrating the evolving HRM landscape and promoting employability Now available on the MindTap platform Human Resource Management Strategy and Practice provides an optional online learning experience with interactive skills based activities as well as new opportunities for student engagement and revision Premium online teaching and learning tools are available on the MindTap platform Learn more about the online tools cengage.com/au/mindtap

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face of such challenges trends and issues in their efforts to win the talent wars

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