



**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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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
 - 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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