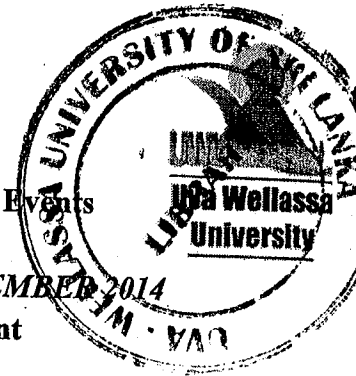


Uva Wellassa University
Faculty of Management

Degree of Bachelor of Business Management in Hospitality Tourism & Events
Management

FIRST YEAR SECOND SEMESTER EXAMINATION – AUGUST / SEPTEMBER 2014
HTE 162/152 - 3 Fundamentals of Human Resource Management



Part B – Essay Questions

Answer **only Two (02)** questions from Part B including question number 1.

Marks allocation: 50

1. Answer the following two questions (i and ii)

i) To achieve the strategic objectives of managing employees, we have to examine the need to match overall business strategy of an organization with the strategy within the human resource areas of an organization. Elaborate and comment.

(15 Marks)

ii) You are supposed to develop a training and development programme for ten members of newly joined Management Trainees of Regent Hotel in Kandy. You are advised by the management to use a **systematic approach** to complete this task. Write a report to advise the senior management of the hotel to complete this task

(15 Marks)

(Total 30 Marks)

2. Assume that you are working for Apolo Group of Companies as the HR Manager. The HR Director of your organization requests from you to conduct Performance Appraisal to the entire organization's employees. Explain the process you should follow to accomplish this task?

(20 Marks)

3. A question frequently asked is "Why that person is paid more than I am when we both perform the same job" The answer to this question lies in understanding the components of the wage mix. Explain the factors both internal and external to the organization influence the final salary paid to a job or a specific person

(20 Marks)