

Uva Wellassa University

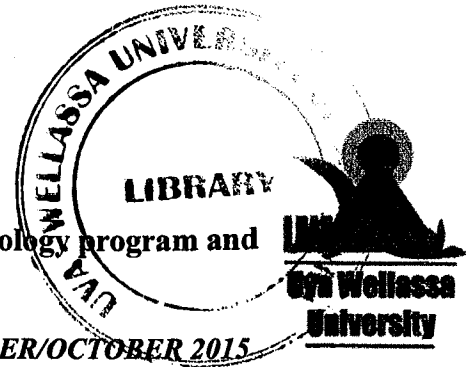
Faculty of Management

Degree of Bachelor of Science in Aquatic Resources and Technology program and

Degree of Bachelor of Animal Science

THIRD YEAR SECOND SEMESTER EXAMINATION – SEPTEMBER/OCTOBER 2015

EMG 374-2 Human Resource Management



Instructions to candidates:

No. of pages : Three (03)
No. of questions : Six (06)
Time : Two (02) hours
Marks allocated : Hundred (100 Marks)

Answer any four (04) questions including question no (01)

01.

Read the following case and answer the questions.

The cost of making bad decisions when selecting new employees is leading employers of all sizes to review their selection processes. Some smaller companies have taken to improve their selection practices.

Jellyvision, a firm that develops computer games, requires applicants to go through an “audition” process. The purpose of the audition is to ensure that applicants understand the culture of the firm and what is required to succeed. Applicants for jobs using writing skills sometimes complete 50 page written exercises. Prior to being hired, even the HR director had to complete a take-home HR test that required 15 hours, in order to make sure she could handle the work demands and expectations of senior managers at Jellyvision.

a) Discuss the advantages of the selection efforts used in Jellyvision.

(10 Marks)

b) What would be some drawbacks in using these processes, especially in larger firms?

(08 Marks)

- c) Explain another two (02) selection methods that can be used in Jellyvision company.

(07 Marks)

(Total Marks 25)

02.

- a) Explain four (04) functions of Human Resource Management.

(08 Marks)

- b) Briefly explain the role of a Human Resource Manager.

(05 Marks)

- c) "In many organizations two groups perform Human Resource Management activities. They are human resource managers and operations managers". Do you agree? Justify your answer with an example.

(12 Marks)

(Total Marks 25)

03.

- a) An effective Human Resource Plan (HRP) provides mechanisms to eliminate existing gaps between supply and demand of human resources. Discuss this statement.

(08 Marks)

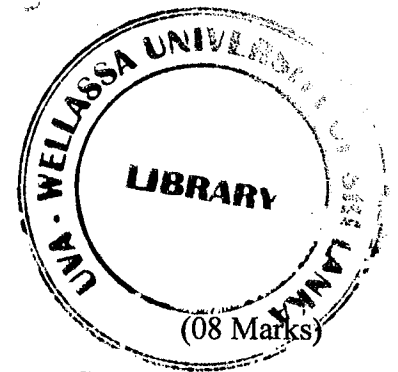
- b) Differentiate Job Specification and Job Description.

(07 Marks)

- c) Job analysis is the process of determining and recording all the pertinent information about a specific job. Briefly explain the importance of the job analysis.

(10 Marks)

(Total Marks 25)



04.

- a) Explain four (04) sources of internal recruitment.
- b) Discuss advantages and disadvantages of external recruitment. Support your answer by providing examples.

(08 Marks)

(07 Marks)

- c) Explain the recruitment process of an organization. Support your answer by an example.

(10 Marks)

(Total Marks 25)

05.

- a) "Globalization is a major force that influence on working and learning in an organization". Do you agree with this statement? Justify your answer.

(08 Marks)

- b) Explain three (03) types of employee training methods.

(09 Marks)

- c) Discuss the process of training design.

(08 Marks)

(Total Marks 25)

06.

- a) Performance appraisal is the method evaluating the behavior of employees in the job. Explain three (03) reasons for performance appraisal.

(06 Marks)

- b) Briefly explain two (02) methods of performance appraisal.

(08 Marks)

- c) Write short notes on followings.

- i. Equal Employment Opportunities

(04 Marks)

- ii. Horn effect and Halo effect

(04 Marks)

- iii. Employee hiring

(03 Marks)

(Total Marks 25)