

Uva Wellassa University
Faculty of Management

Degree of Bachelor of Hospitality Tourism & Events Management

FIRST YEAR SECOND SEMESTER EXAMINATION –AUGUST/SEPTEMBER 2011

HTE 162 -3 Fundamentals of Human Resource Management



Instructions to candidates:

No. of pages : Four (04)

No. of questions : Five (05) Structured

: Four (04) Essay

Index Number:

Time allocation : Two (02) Hours & 30 Minutes

Marks allocated : 80 Marks

Question paper is not to be removed out from examination hall.

Part C – Essay Questions

Answer only **Three (03)** questions from Part C **including question number 1.**

Marks allocation: 50

1. Briefly discuss **any three** of the following questions? (30 marks)
 - i) Describe the criteria necessary for firms to achieve sustained competitive advantage through people? (10 marks)
 - ii) Describe how human resource planning is integrated with strategic planning? (10 marks)
 - iii) 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? (10 marks)
 - iv) To work with people effectively, we have to understand human behavior, and we have to be knowledgeable about the various systems and practices available to help us build a skilled and motivated workforce. List down and briefly explain effective people managing practices to build a skilled and motivated workforce? (10 marks)

2. Identify and explain with **an example** the various sections of a job description? (10 marks)

3. Have you ever heard some managers or executives say :

- “Send my people to training – not me!
- It is waste of time, it costs too much, and it doesn't work,
- I need my people to do some real work, not sit around and talk about some theoretical ideas that they can't apply on the job”?

How could you address the above problems? Write down your advice to the management to over come the above training problems? (10 marks)

4. Dinapala Plc has 400 employees and wishes to develop a compensation policy to correspond to its dynamic business strategy. The company wishes to employee high quality workforce capable of responding to a competitive business environment. Suggest **different compensation objectives** to match Dinapala's business goals? (10 marks)

