



Uva Wellassa University

Faculty of Management



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

THIRD-YEAR SECOND SEMESTER EXAMINATION – AUGUST/SEPTEMBER 2014

EMG 374-2 Human Resource Management

Part C- Essay Questions

Answer any two (02) questions.

Marks allocated: Forty marks (40)

01. i) Differentiate Human Resource Manager from Operations Manager in an organization. (02 Marks)

ii) "In many organizations both Human Resource Manager and Operations Manager perform human resource activities". Do you agree with the above statement? Justify your answer.

iii) Briefly explain followings with a relevant example. (10 Marks)

a. HRM strategy

(02 Marks)

b. HRM objectives

(02 Marks)

c. HRM policy

(02 Marks)

d. HRM procedures

(02 Marks)

(Total Marks 20)

02. i) Differentiate the "Job specification" and "Job description". (04 Marks)

ii) Briefly explain three (03) behavioral approaches to job design. (06 Marks)

iii) Discuss the importance of Recruitment. (10 Marks)

(Total Marks 20)

3) i) Explain the factors to be considered for employee selection. (04 Marks)

ii) Briefly explain the main steps in a selection process of employees. (10 Marks)

iii) "Applications are one types of selection tests having several advantages to the employer"
Explain briefly. (06 Marks)

(Total Marks 20)