



**Uva Wellassa University**  
**Faculty of Management**

**Degree of Bachelor of Business Management in Entrepreneurship and Management**  
**Degree of Bachelor of Business Management in Hospitality Tourism & Events Management**  
**FIRST YEAR SECOND SEMESTER EXAMINATION – SEPTEMBER/ OCTOBER 2013**  
**EMG 152 – 3 / EMG 172 - 3 Managing Human Resources**  
**HTE 162 – 3 Fundamentals of Human Resource Management**

**Part C – Essay Questions**

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

Marks allocation: 50

1.
  - a) Describe the criteria necessary for firms to achieve sustained competitive advantage through people (10 marks)
  - b) Discuss how human resource planning is integrated with strategic planning (10 marks)
  - c) 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)  
(Total 30 marks)
2. Briefly explain the four steps in a system approach of training (10 marks)
3. It is said that Managers need to be flexible. Should this apply to Human Resource Managers as well? Give reasons for your answer (10 marks)
4. Briefly explain the internal and external factors which can effect deciding an employee's wage (10 marks)