



Uva Wellassa University
Faculty of Management

(50)

B.A.Sc and B.Sc in Aquatic Resources Technology.



THIRD YEAR SECOND SEMESTER EXAMINATION – SEPTEMBER / OCTOBER 2012

EMG 374 – 2 Human Resource Management

Part C – Essay Questions

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

Marks allocation: 50

1. Today, managing human resource is not just the responsibility of the human resource department. If people are a competitive resource, then line managers play an increasingly important role in managing the workforce. But this is not an either/or situation. Rather than seeing line managers take over responsibility from HR managers, we see both groups working together to handle workforce issues.

Answer the following questions

- i) Identify what role the HR department would play and what role line managers would play in the following activities.(20 marks)
 - a) Recruiting and Selection
 - b) Training and Development
 - ii) Where would overlaps occur, and would there be any likely problems? How would potential problems be resolved?(10 marks)
2. Briefly explain the internal and external factors which can effect deciding an employee's wage. (10 marks)
 3. "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)
 4. Identify and explain the various key elements of a Job Description. You may use a suitable example to support your answer. (10 marks)