

Degree of Bachelor of Business Management in Entrepreneurship and Management

SECOND YEAR FIRST SEMESTER EXAMINATION – JUNE/JUNE 2017

EMG 271-3 Managing Human Resources

Instructions to candidates:

No. of pages : Three (03)
No. of questions : Six (06) Essays
Time : Three (03) Hours
Marks allocated : 100

Answer only five (05) questions.

01. You have applied for a human resources manager position in a large retail supermarket.

As part of the selection process, you have been asked to make a presentation entitled,

‘Who is good Human Resource Manager, and how he contributes to the business processes?’

i. From an employer’s perspective, explain what is meant by ‘good’ Human Resource Manager. Justify your answer.

(10 marks)

ii. Discuss the significance of human resource management for a large retail supermarket business.

(10 Marks)

(Total Marks 20)



02.

i. Explain the process of human resource planning.

(10 Marks)

ii. Assume that you are an Executive in Human Resources Department of ABC Manufacturing (Pvt.) Limited. Board of Directors of the organization has decided to

asked to revise the job descriptions of selected posts. Hence, he has shared this workload among all the HR Executives and you have been appointed to revise the job descriptions for the posts of Production Manager, Production Executive and Sales Representative. Write the job description for any of the three posts which have been assigned to you.

(10 Marks)

(Total Marks 20)

03. At a conference on "Workforce Diversity and Organizational Growth", Guest Speaker says, "HR professionals have a poor record when it comes to the management of workforce diversity".

i. Discuss why a Human Resource Manager should make more efforts on managing workforce diversity.

(10 Marks)

ii. Discuss the key issues faced by employees related to the "Equal Employment Opportunity and workplace discrimination".

(10 Marks)

(Total Marks 20)

04.

i. Recruitment and selection is a key process in the management of the human resource. Explain each and every stage of the recruitment and selection process.

(10 Marks)

- ii. Discuss the key elements that should be included in the effective recruitment advertisement.

(10 Marks)

(Total Marks 20)

05. Strategic Human Resource Management is considered as a pattern of planned human resource deployment and activities intended to enable an organization to achieve its goals.

Noe, et al. (2006)

- i. Why is it important for HR management to transform from being primarily administrative and operational to becoming a more strategic contributor?

(10 Marks)

- ii. Assume Miyon Lanka (Pvt.) Limited is an organization manufacturing confectionary items and intending to become a cost leader in its industry. Discuss how the Human Resource Department of this organization can contribute to achieve this target.

(10Marks)

(Total Marks 20)

06.

- i. Critically evaluate the advantages of having labour unions for employees in an organization.

(10 Marks)

- ii. Discuss the role of Human Resource Department in order to maintain the occupational safety and health of the employees in an organization.

(10 Marks)

(Total Marks 20)

