



Uva Wellassa University
Faculty of Management



Degree of Bachelor of Business Management in Entrepreneurship & Management
SECOND YEAR FIRST SEMESTER EXAMINATION – AUGUST / SEPTEMBER 2014
EMG 271 - 3 Managing Human Resources

Part B – Essay Questions

Answer only Two (02) questions from Part B including question number 1.

Marks allocation: 50

1. Answer the following questions (i, ii and iii)

i) Explain what Human Resource Management is and how it relates to the management process? (10 Marks)

ii) Describe how human resource planning is integrated with organisation strategic planning (10 Marks)

iii) Describe the criteria necessary for firms to achieve sustained competitive advantage through people (10 Marks)

(Total 30 Marks)

2. i) Discuss briefly the difference between recruitment and selection? (5 Marks)

ii) How **effective recruitment and selection** can help to achieve organisational objectives? (5 Marks)

iii) “Until it has a small selection ratio, selection should not be done” Comment (10 Marks)

3. i) ABC (Pvt) Ltd is a newly established manufacturing company. CEO of the company argues that ‘I have selected perfect employees for my business. Therefore, no need of further training and development. Just do the performance evaluation’. As the HR manager of ABC Company how could you give good reasons for the above statement? (10 Marks)

ii) Participants in a training course are often asked to evaluate the course by means of a questionnaire. What are the advantages of this approach? Are there better ways of evaluating a training course? (10 Marks)