

Uva Wellassa University of Sri Lanka
Faculty of Science and Technology
Department of Computer Science and Technology
300 level 1st Semester Examination – June/July 2017
IIT322-3 Human Resource Management



Instructions to candidates

Duration: Three (03) hours

Number of questions: Six (06)

Mark allocation: 100

Answer all questions

1.
 - a. Human Resource Management (HRM) helps to generate and retain an appropriate human force, that gives the maximum individual contribution to organizational success and progress of success. Describe the strategic goals of HRM. (10 mark)
 - b. "After establishing a separate human resource department under the leadership of a human resource manager, other managers are released from the responsibility of HRM". Do you agree with the above statement? Justify your answer. (6 mark)
2.
 - a. Explain the significance of HRM for an organization. (8 mark)
 - b. Why do organizations establish a human resource department separately? (8 mark)
3.
 - a. Describe five (05) techniques of job design along with their advantages and disadvantages. (10 mark)
 - b. "Job analysis facilitates other human resource management functions". Discuss. (6 mark)
4.
 - a. Explain why some organizations do not consider about the importance of Human Resource Planning. (8 mark)
 - b. Briefly describe the factors that a human resource manager has to consider during the recruitment stage. (8 mark)



5.

- a. Discuss different types of selection methods while mentioning advantages and disadvantages of each method. (6 mark)
- b. Explain how human a resource manager can identify the importance of an induction program. (6 mark)
- c. Briefly explain why a pay management is important to an organizations. (4 mark)

6.

- a. Human resource managers oversee the recruiting and development of employees and serve as a link between an organization's management and its employees. So it is essential that a human resource manager has good qualities and skills to manage human resource and help employees to succeed in their jobs.

Discuss six (06) cardinal qualities that a successful human resource manager needs to have. (12 mark)

- b. Write short notes about the following topics.

- i. Job Specification
- ii. Employee Movements
- iii. Training and Development
- iv. Delphi Method

(8 mark)