

**Uva Wellassa University**  
**Faculty of Animal Science and Export Agriculture**



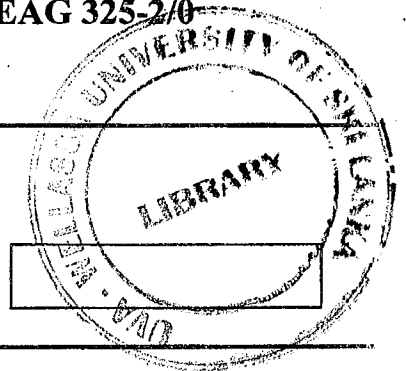
**End Semester Examination September/October 2012**  
**Year III Semester II**  
**Strategic Human Resource Management EAG 325-2/0**

**Instructions**

**Answer all questions**

**No. of questions** : Two (02)  
**No. of pages** : Two (02)  
**Total marks allocated** : 60%  
**Time** : One hour (1hr)

**Index No:**



**Part III - Essay**

**Question 1**

- I. Mr. Abeywardena has been hired as a new HR manager in an organic food processing company. At the end of orientation, he stood amazed to find no formal practice of performance evaluation of employees in the organization. The owner of the company carries it out as per the word of immediate supervisor. He believes that declining sales, cost and quality assurance carry more importance than the minor issue of performance evaluation of employees while Mr Abeywardena believes that there must a proper record of all the issues related to the employees so that these may be evaluated at proper time.

Do you think Mr Abeywardena is right or wrong at his stand? Elaborate logically.  
*Note: Word Limit is 150. (10 Marks)*

- II. What are the major purposes of performance appraisal (10 Marks)
- III. Discuss the pros and cons of 360-Degree Appraisal (12 Marks)
- IV. Explain the Graphic Rating Scale and Balance Scorecard methods of performance appraisal (18 Marks)

## Question 2

- I. Compare the major types of employment interviews (12 Marks)
- II. Discuss different approaches to job design (18 Marks)
- III. "Addressing safety and health issues in the workplace saves the employer money and adds value to the business". Comment. (20 Marks)