

Uva Wellassa University

Faculty of Management

2nd YEAR - SEMESTER (ii) EXAMINATION - JUNE / JULY 2010

EMG 272 - 3 Managing Human Resources (Repeat)



Section (iii)

Answer four questions including question number one.

Total marks for section (iii) - 50

1. Briefly discuss the following questions?
 - a) What are some of the key competencies needed by Human Resource Managers to become full business partners? (5 marks)
 - b) Describe how human resource planning is integrated with strategic planning (5 marks)
 - c) Describe the criteria necessary for firms to achieve sustained competitive advantage through people? (5 marks)
 - d) What is the Balanced Scorecard? (5 marks)

2. Identify and explain with an example the various sections of a job description? (10 marks)

3. a) What is Human Resources Information System (HRIS)? Briefly explain the benefits of HRIS to an organization? (5 marks)
- b) How could you use Trend Analysis to forecast human resource needs? (5 marks)

4. Briefly explain the internal and external factors which can effect deciding an employee's wage? (10 marks)

5. Explain the systems approach to training? (10 marks)