



**Institute of Human Resource Advancement (IHRA)**

**University of Colombo, Sri Lanka**

**Bachelor of Labour Management - Year II 2022/2023**

**2<sup>nd</sup> Semester Examination - English Medium**

**(Held in March, 2023)**

**BLM2231 - Human Resource Management**

**Instructions to the Candidates**

- (1) This paper consists of nine (09) questions and three (03) pages.
- (2) Answer five (05) questions.
- (3) Time allocated for the examination is three (03) hours.
- (4) Write your Index Number on all pages of answer scripts.
- (5) If a page or a part of this question paper is not printed, please inform the Supervisor immediately.

1. 'The Role of the Human Resource Manager cannot match with any other general functional manger as to the current context.'

- i. Discuss the role of the human resource manager against other managers in an organization giving appropriate examples.

(10 Marks)

- ii. Recognize and explain distinctive, critical functions of human resource management in the business establishments.

(10 Marks)

**(Total 20 Marks)**

2. 'As a fundamental human resource management, job analysis needs to be given more priority than any other critical functions in an organization.'

- i. Recognize and explain the importance of the Job analysis to employees and the organization while elaborating on the above statement.

(10 Marks)

- ii. Develop a Job description and job specification in line with a selected position of your organization.

(10 Marks)

**(Total 20 Marks)**

3. Prepare a report to the board of management indicating the importance, and process (Including stages) of employee induction and job designing with reference to challenges and trends giving appropriate examples and justification. Enrich your discussion explaining different job designing approaches within the discussion.

(20 Marks)

4. "The employee resourcing process of an organization is intended to identify prospective candidates who have at least some of the required qualities and attributes to the well with the hiring organization."

- i. In line with the above statement recognize different resourcing (Recruitment and Selection) approaches available for organizations in practice.

(10 Marks)

- ii. Prepare an employee recruitment and selection plan indicating the different stages of the process.

(10 Marks)

**(Total 20 Marks)**

5. "A successful organization always considers the development of employees through the performance management process."

- i. Critically evaluate the above statement indicating the involvement of performance management and appraisal.

(10 Marks)

- ii. Explain how performance evaluation could facilitate training need assessment with suitable examples.

(10 Marks)

**(Total 20 Marks)**

6. Assume that you are appointed as the HR consultant to a service sector organization. You are requested to act on following.

- i. Develop a pay mechanism in line with a selected motivational theory of your choice.

(10 Marks)

- ii. Prepare a report on the factors to be considered in determining employee reward.

(10 Marks)

**(Total 20 Marks)**

7. "Employee welfare has been recognized as one of the key concerns for the performance"

- i. Explain the above statement indicating the different provisions available in Sri Lankan labor legislation for the employee welfare.

(10 Marks)

- ii. Discuss the importance of employee health and safety for organizational performance with a suitable example.

(10 Marks)

**(Total 20 Marks)**

8.

- i. Evaluate the importance of health and safety for an organization and prepare a brief plan for the health and safety initiatives of a selected private sector organization.

(10 Marks)

- ii. Discuss how frequently job analysis needs to be conducted. Provide reasons for your answer.

(10 Marks)

**(Total 20 Marks)**

9. i. Elaborate on the strategic importance of performance appraisal with practical examples.

(10 Marks)

- ii. Explain the differences between performance appraisal and performance management.

(10 Marks)

**(Total 20 Marks)**

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