Institute of Human Resource Advancement (IHRA)

University of Colombo, Sri Lanka

Bachelor of Labour Management - Year II 2022/2023

2nd 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)

1

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.

<div align="right">(10 Marks)</div>

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

<div align="right">(10 Marks)</div>

<div align="right">**(Total 20 Marks)**</div>

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

<div align="right">(10 Marks)</div>

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

<div align="right">(10 Marks)</div>

<div align="right">**(Total 20 Marks)**</div>

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BLM2232 – Macroeconomics

Instructions to the Candidates

(1)   This paper consists of eight (08) questions and four (04) 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.

Question No. 01

1. State whether the following activities are included or not included in the calculation of Gross Domestic Production (GDP) and explain the reasons for your answer.

   a) An investor purchases Rs. 1 million of newly issued shares of a Sri Lankan company. (02 Marks)

   b) Construction of a new house worth of Rs. 50 million. (02 Marks)

   c) The purchase of Rs. 50000 worth of fish by a restaurant in Colombo from a fisherman. (02 Marks)

   d) Collection of Rs. 5 000 worth of bee honey by a farmer from a nearby forest. (02 Marks)

   e) A research project costing Rs. 10 million completed by a university research team on the economic impact of Covid - 19. (02 Marks)

2. You have been given the following data for a hypothetical economy.

Item	Value (Rs. Billion)
Consumption expenditure	6000
Gross domestic capital formation	4000
Government expenditure	4000
Export of goods and services	3500
Import of goods and services	4500
Net primary income from the rest of the world	-400
Depreciation	500

Calculate the following based on the above data.

   a. Gross Domestic Production (2.5 Marks)

   b. Net Domestic Production (2.5 Marks)

   c. Gross National Production (2.5 Marks)

   d. Gross National Savings (2.5 Marks)

Question No. 02

1. What are the three approaches to calculate the total production value of an economy? (05 Marks)

2. Simply explain how to calculate Gross National Production (GDP) using income approach. (05 Marks)

3. Explain the concepts of double-counting errors and multi-counting errors? (05 Marks)

4. What are the uses of national income statistics? Explain. (05 Marks)

Question No. 03

1. The following model represents a closed economy with no government. (Values are in Rs. billion)

   $$C = 500 + 0.8Y$$

   $$I = 600$$

   a. How much is the autonomous expenditure in this economy? (04 Marks)
   b. What is the equilibrium level of income? (04 Marks)
   c. What is the value of the investment multiplier? (04 Marks)

2. To overcome the current economic crisis, the government adopted an expansionary fiscal policy. The government has two options. Either to increase government expenditure by LKR 1000 billions or reduce taxes by LKR 1000 billion. Which policy would be much more effective? (05 Marks)

3. Using appropriate diagrams, explain the differences between aggregate expenditure function and aggregate demand curve. (03 Marks)

Question No. 04

1. List down four main characteristics of money and explain why those characteristics are important for money to become an effective medium of transaction? (05 Marks)

2. According to Keynesian theory, there are three motives behind the money demand of the economy. Explain these three motives (05 Marks)

3. Explain the concept of liquidity trap? (05 Marks)

4. Central banks use several tools to control the money supply in order to reach their stability targets. Discuss two of such tools and how are those important in maintaining economic stability? (05 Marks)

Question No. 05

1. Explain the procedure of deriving IS curve using the graphs or equations.

(05 Marks)

2. Value of the multiplier is the only factor which affects the slope of the IS curve? Do you agree with this? (05 Marks)

3. Explain the impact of changes in following factors on affect IS curve?

   a) Changes in autonomous consumer expenditure (02 Marks)

   b) Changes in planned investment spending unrelated to the interest rate

   (02 Marks)

   c) Changes in government spending (02 Marks)

   d) Changes in taxes (02 Marks)

   e) Changes in net exports unrelated to the interest rate (02 Marks)

Question No. 06

1. Define the unemployment rate? (04 Marks)

2. Why does unemployment exist at any point in time? (04 Marks)

3. What is the natural rate of unemployment? (04 Marks)

4. What factors affect the natural rate of unemployment? (04 Marks)

5. There are several causes for the unemployment. Explain three of them using necessary examples. (04 Marks)

Question No. 07

Write short notes on the four of following topics.

1. Nominal GDP and Real GDP (05 marks)

2. Business cycles and recessions   (05 marks)

3. Injections and withdrawals   (05 marks)

4. Demand-pull and supply push inflations   (05 marks)

5. Closed economy model and closed economy model with the government

                                                                      (05 marks)

Question No. 08

1) Identify the current economic crisis in Sri Lanka based on 05 macroeconomic
    variables that you have learned through this module?

                                                                      (10 marks)

2) To overcome the current economic crisis in Sri Lanka, the government needs to
    implement expansionary fiscal and monetary policies. Do you agree with this
    statement, give reasons for your answer.   (10 marks)

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BLM2233 – Technology Management

Instructions to the Candidates

(1)   This paper consists of six (06) questions and two (02) 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.

01. (08 Marks)

    I. What is the Fourth Industrial Revolution?

    II. Briefly explain following technologies; Big data

          a) IOT (Internet of Things)
          b) Autonomous Robots
          c) Cloud Computing   (12 Marks)

                                      (Total 20 Marks)

02.

    I.   What is Technology Management?   (04 Marks)

    II.   What are the Tasks of Technology Management?   (12 Marks)

    III.   How to select correct technology for the organization? Briefly explain using examples.
                                                (04 Marks)

                                      (Total 20 Marks)

03. Briefly explain following I to V,   (04 Marks)

    I.   What is data and Information?   (04 Marks)

    II.   What is Data base system?   (04 Marks)

    III.   Application of Data Base Management System.   (04 Marks)

    IV.   Characteristics of data base   (04 Marks)

    V.   Write advantages of Data Base Management System.   (Total 20 Marks)

04.

    I.   What are the three basic principles of information security? Define each one?
                                                  (07 Marks)

                                                  (04 Marks)

    II.   What is digital certificate?   (06 Marks)

    III.   How digital certificate works in Internet, explain briefly. (03 Marks)

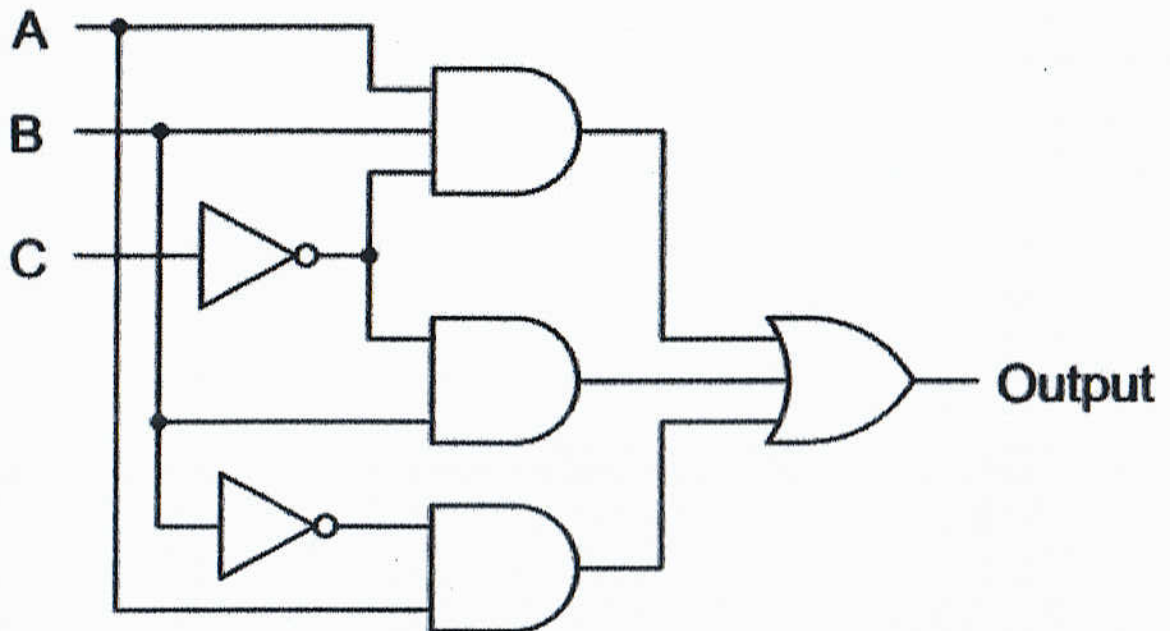   IV.   What is Certificate Authority?   (Total 20 Marks)

05.

    I.   Discuss about security issues in E-mail?   (05 Marks)

    II.   Briefly explain what is malware and what are the common techniques used against malware spread.   (05 Marks)

    III.   How can you prevent your organization from malware attacks?   (05 Marks)

    IV.   Briefly explain usage of firewall?   (05 Marks)

                                       (Total 20 Marks)

06.

    I. $7FB_{16}$ Convert to Octal Numbers   (05 Marks)

    II.   Prove the following Demorgan's laws using laws of Boolean algebra or verified using a truth table   (10 Marks)

           (a) $(A + B)' = A'.B'$

           (b) $(A.B)' = A' + B'$

    III.   Write The Output for the following circuit diagram.   (05 Marks)

                                        (Total 20 Marks)

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BLM2234 – Population and Workforce Study
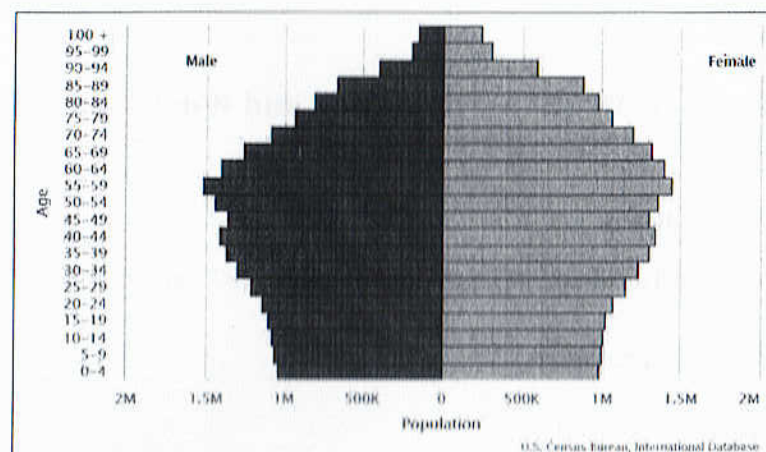
Instructions to the Candidates

(1)   This paper consists of six (06) questions and three (03) pages.

(2)   Answer four (04) questions.

(3)   Calculators can be used.

(4)   Time allocated for the examination is three (03) hours.

(5)   Write your Index Number on all pages of answer scripts.

(6)   If a page or a part of this question paper is not printed, please inform the Supervisor immediately.

1. a) Briefly explain three data sources, that can be used when studying on population.

(10 Marks)

b) Explain how the demographic components are impact on population elements by citing examples from labor force.

(15 Marks)

2. a) Explain the objectives of manpower planning in a Country.

(05 Marks)

b) Below shows a population pyramid of a developed Country. Analyze the population of the country by using the pyramid.

(05 Marks)

c) "It is important to focuses on population compositions when doing labor force analysis". Explain.

(15 Marks)

3. a) Explain each two fertility and mortality indicators which can be used to measure the development of a country.

(08 Marks)

b) Calculate the below measurers by using given data.

(15 Marks)

1

Age Group	Live births delivered by females of the age group.	Female deaths by the relevant age group	Female population by relevant age group
15-19	18,250	11,272	985,000
20-24	77,440	8,722	967,000
25-29	120,101	10,987	826,000
30-34	94,882	10,565	793,000
35-39	43,867	7,898	769,000
40-44	11,424	9,985	721,000
45-49	1,142	11,233	629,000

     I.   General Fertility Rate

     II.   Age Specific Fertility Rates

     III.   Total Fertility Rates

     IV.   Female Age specific Mortality Rate

c) Briefly interpret your results

(02 Marks)

4. a) Explain the difference between migration stream and counter stream.

(05 Marks)

b) Explain Lee's Push and Pull theory by citing examples from migration patterns of Sri Lanka.

(10 Marks)

c) "It is important to consider on international labor migration when making manpower plans". Critically discuss.

(10 Marks)

5. a) Explain the relationship between labor supply and labor demand.

(05 Marks)

b) Calculate the given labor force measures by using below data.

Population 15 years and over	17,133,659
Employed population	8,113,507
Unemployed population	439,783

    I.   Labor Force Participation Rate
    II.   Employment Rate
    III.   Unemployment Rate
    IV.   Employment to Population Ratio

(08 Marks)

c) Demographic Dividend is the most suitable time to develop a country. Explain.

(12 Marks)

6. a) Discuss the current labor force trends and patterns of Sri Lanka by citing examples.

(10 Marks)

b) Critically discuss on recent governmental and non-governmental policies and programmes which have been conducted for development of man power in Sri Lanka.

(15 Marks)

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BLM2235 – Business Law

Instructions to the Candidates

(1)   This paper consists of Seven (07) questions and two (02) 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) **"According to Partnership Law, in some occasions, even though a person receives a share of the profit of a partnership business who does not become a partner in the said partnership business."**

Do you agree with this statement? Discuss your answer with related statutory provisions and case laws.

(20 Marks)

2) **"The Nemo Dat Rule is very helpful to the Bona Fide Buyer to acquire better title to the goods."**

Do you agree with this statement? Explain your answer, including relevant statutory provisions and case law related to the Sale of Goods Law in Sri Lanka.

(20 Marks)

3) "There is no difference between an offer and an invitation to treat. Both form a valid contract". Do you agree with this statement? Give reasons for your answer with relevant case law with reference to the Law of Contract.

(20 Marks)

4) **"Where the initial capital of a Partnership business exceeds One Thousand Rupees (Rs. 1000/=), it is not a mandatory requirement that the partnership agreement should be in writing signed by all the partners of the partnership business".** Discuss. Give reasons to your answer with related statutory provisions and case law.

(20 Marks)

5) "There is no strong connection in between the implied terms of the Contact of Sale of Goods and the Doctrine of Caveat Emptor and the Doctrine of Caveat Venditor." Do you agree with this statement? Give reasons to your answer with related statutory provisions and case law in relation.

(20 Marks)

6)

I. How can a partnership agreement be dissolved?

(10 Marks)

II. What are the rights of an unpaid seller against the goods with reference to the Sales of Goods Law in Sri Lanka?

(10 Marks)

(Total 20 Marks)

7)

I. "Every agreement is a valid contract." Do you agree with this statement? Describe.

(10 Marks)

II. Should an acceptance actually be communicated to the offeror? Explain with decided cases in the Law of Contracts.

(10 Marks)

(Total 20 Marks)

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