



Faculty of Management, University of Peradeniya,  
Sri Lanka  
End of Second Semester Examination - 2015/2016

ML 4207 – Human Resource Management

Instructions:

Time: One Hour

Part - A is compulsory and answer One (01) question from part - B

Date: December 20, 2016

Time: 1.00 p.m. – 2.00 p.m.

Part - A

- Define the concept 'human resource management' in your own words. (05 Marks)
- List the responsibilities of human resource professionals. (05 Marks)
- Why is knowledge on HRM important for any manager? (05 Marks)
- What is meant by the term 'job analysis'? Describe its components. (05 Marks)
- Differentiate 'recruitment' and 'selection'. (05 Marks)
- List out the advantages of internal recruitment. (05 Marks)
- List three external recruitment methods and describe one of them. (05 Marks)
- Briefly explain the usefulness of selection interviews. (05 Marks)
- List two competencies required from human resource professionals. (05 Marks)
- Discuss the usefulness of 'assessment center' in identifying the best candidate. (05 Marks)
- (Total Marks 50)

Part - B

- Differentiate 'training' and 'development'. (08 Marks)
- What are the advantages of 'on-the-job' training? (07 Marks)
- List the components of training evaluation and describe one of them. (06 Marks)
- What is meant by 'learning outcomes or learning objectives' in training design? (04 Marks)
- (Total Marks 25)
- Describe the concepts of 'performance management' and 'performance appraisal'. (06 Marks)
- What is the role of performance feedback? (07 Marks)
- Discuss the advantages of self-review in performance appraisal. (05 Marks)
- Briefly explain the employee selection process. (07 Marks)
- (Total Marks 25)

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