



**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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Parissa Haghirian



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particularly exposed and vulnerable to the negative impacts of climate change with important impacts on water resources and hydrological systems water availability water resource management and sea level variations Already under various anthropogenic pressures the status of water resources in Africa has been changing over the past decades with decreasing water quality falling groundwater levels and variability in rainfall both in terms of timing and intensity Climate change will further accelerate the rate of change affecting the ability of people and societies to respond in a timely manner It is clear that there is no quick fix to the pressures imposed on water resources by climate change Increasing the resilience of ecosystems and communities to extreme events such as flooding and drought and integrating climate change risks and opportunities into development decision making is indeed a key challenge as much a technical climate change one as a political and developmental challenge The book in this regard intends to contribute to the debate around climate change in relation to water resources management in Africa and in particular inform policy decisions and actions that will improve governments and communities ability to manage the challenges of climate change and variability in relation to the aquatic ecosystems that they depend on The knowledge collected in this book will benefit policy makers researchers as well as other stakeholders

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