UNIVERSITY OF COLOMBO - SRI LANKA

FACULTY OF ARTS

SECOND YEAR EXAMINATION IN ARTS (ECONOMICS) – 2018

End of Second Semester

ECN 2220: ECONOMICS OF HUMAN RESOURCE MANAGEMENT

Time: Two (02) Hours

Answer Four (04) questions only

1.

 I.   What are the main sources of human capital formation in a country? Explain
      your answer giving examples wherever necessary.   (12 Marks)

 II. Why do you think "Human Capital" is the most important capital for Economic
      Development of a country? Explain your answer giving examples.   (13 Marks)

2.

 I.   Briefly define the nature of "Human Resource Planning".   (04 Marks)

 II.   Examine different techniques used for human resource demand forecasting you
       have studied.   (12 Marks)

 III. Critically examine the strategies available for an organization to use when there
       is labour shortage or surplus.   (09 Marks)

3.

 I.   What are the internal and external methods of recruitment? Explain advantages
      and disadvantages of each method.   (17 Marks)

 II. Examine the differences between Recruitment, Selection and Hiring. (08 Marks)

4.

I. Explain the inputs and requirements for successful employee selection?

(08 Marks)

II. Examine different employee selection methods you have studied and explain the importance of them to select the best candidates. (17 Marks)

5. Assume you are the Human Resource Manager of ABC company and you are requested to formulate, implement and evaluate an induction program for a certain category of employees of ABC Company. Describe the plan of activities associated with the task given. (25 Marks)

6.

I. Draw the model of Human Resource Management (HRM) and briefly explain its different HRM functions. (15 Marks)

II. Explain the (a) Generic purpose (b) strategic goals and (c) objectives of Human Resource Management. (10 Marks)

7.   Either

I. "To create a job which is both productive and satisfying is possible through the finding of balance between efficiency and behavioral elements". Do you agree with this statement? Explain your answer giving examples. (25 Marks)

Or

II. "Job analysis can be viewed as a process which includes a series of steps to be performed". If you are appointed as the Job Analyst of an organization, explain how you systematically perform the job analysis process. (25 Marks)