

UNIVERSITY OF COLOMBO - SRI LANKA

FACULTY OF ARTS

SECOND YEAR EXAMINATION IN ARTS (ECONOMICS) – 2018/2019

End of First Semester

ECN 2120: ECONOMICS OF HUMAN RESOURCE MANAGEMENT

Time: Two (02) Hours

Answer Four (04) questions only

1.)

Explain how Human Resource Management (HRM) contributes to organizational success by means of a model of HRM. (25 Marks)

2.)

I). "Human Capital formation is associated with investment for human being and his/her development as a creative and productive resource". Do you agree with this statement? Explain your answer with examples. (13 Marks)

II). What are the challengers of Human Capital formation in Sri Lanka? (12 Marks)

3.) "After comparing forecasted HR (Human Resource) demand with the HR supply, possible strategies should be performed by the HR managers". Examine the validity of this statement.

(25 Marks)

4.)

I). "A successful Human Resource Manager must be sensitive to factors affecting recruitment as they may be constraints on recruitment". Discuss this statement. (13 Marks)

II.) Select any two (02) recruitment methods of the following and describe the advantages and disadvantages. (6 Marks each)

- i.) Skill inventories and Management inventories
- ii.) Advertising
- iii.) Employee Referrals
- iv.) Educational Institutions

5.) Assume that you are holding an employment interview to select three persons for the post of Marketing Manager. Describe distinctly how you activate in this regard.

(25 Marks)

6.)

I). What are the benefits of a comprehensive induction program to an organization and its employees. (15 Marks)

II). "An organization using "Buddy System" to orient its new employees will not need to do formal orientation." Do you agree with this statement ? Explain your answer. (10 Marks)

7.) Explain the differences between each pair of following concepts.

(6.25 Marks each)

I). Job description and Job specification

II). Internal Recruitment Policy and External Recruitment Policy

III). Application Evaluation & Assessment Centers.

IV). Efficiency elements and Behavioral elements of Job design