UNIVERSITY OF COLOMBO - SRI LANKA

FACULTY OF ARTS

SECOND YEAR EXAMINATION IN ARTS (ECONOMICS) – 2017

End of First Semester

ECN 2120/ENH 2111: ECONOMICS OF HUMAN RESOURCE MANAGEMENT

Time: Two (02) Hours

Answer **Four** (04) questions only

1.)

i.   What do you understand by "Human Capital"?   (8 Marks)

ii. Explain the importance of Human Capital Formation with a special emphasis on Historical, Economic and Social aspects.   (17 Marks)

2.)

i.   What are the factors affecting Human Resource (HR) demand forecast of an organization?

(10 Marks)

ii. "After comparing forecast HR demand with estimated HR supply, possible strategies need to be performed" Examine the above statement.   (15 Marks)

3.)

i.   Explain the differences between Recruitment, Selection and Hiring.   (8 Marks)

ii. "A successful HR manager must be sensitive to factors affecting recruitment as these factors may be constraints on recruitment" Discuss the statement.

(17 Marks)

4.)

i.   What are the inputs and requirements for successful employee selection?   (10 Marks)

ii. "Interview is a social situation providing a free exchange of information between two people predicated on a desire to find the person best suited for a particular job." Comment the above statement.   (15 Marks)

5.) Assume you are supposed to formulate, implement and evaluate an induction programme for a certain category of employees. Describe and explain how you activate in this regard.

6.) "Aggregate purpose of Employee Performance Evaluation (EPE) is to improve the overall efficiency and effectiveness of an organization through maximum utilization of Human Resources." Discuss.

(25 Marks)

7.) Write short notes for any **FOUR (04)** of the following topics.

i. Elements of Job Design.

ii. Benefits of Employee Induction

iii. Job Description and Job Specification.

iv. Management by Objective (MBO) method.

v. Learning Curves

vi. Importance of Assessment Centers.

vii. Performance Evaluation Criteria and Standards.

(6.25 Marks per each)

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