

UNIVERSITY OF COLOMBO
FACULTY OF GRADUATE STUDIES

**Final Examination in Post Graduate Diploma in Labour Relations and
Human Resources Management – 2020 Online Open Book Examinations**

PG Dip (LRHRmgt) -5104 Human Resource Management

9.00 AM to 2.00 PM

Answer four (04) questions including 1st question (compulsory)

1. Compulsory questions

- i. List possible challenges and risk faced by a human resource manager at present.
- ii. Briefly explain different stages of human resource planning process with practical example.
- iii. Prepare a job description for a management trainee in a selected organisation of your choice in point form.
- iv. List an orientation program for newly recruited management trainees of an organisation and explain each stage in such program.
- v. Distinguish between employee talent and employee competency in brief and provide suitable examples.
- vi. Recognize and briefly explain the determinants of employee performance with appropriate examples from industry.
- vii. Discuss different health and safety hazards which would be harmful for employees with possible examples.
- viii. Calculate gratuity under following circumstances
 - a. Mr. Kamal has joined ABC PLC on 1/4/2009 and continued to work as an executive. Initial rate per month was Rs. 45,000/= and it has increased by Rs10,000/= from the beginning of 3rd year. Later he was promoted to senior executive position with further Rs. 20,000/= and resign from the job in 31st march 2016.

- b. Ms. Kumari employed in a service sector organisation since 1st January 2010 for Rs. 52,000/= and promoted with Rs 20,000/= increment per month from 31st January 2014. Further she continued with the same company with Rs25, 000/= increment from 2016 and resigned on 31st December 2019.

(Each Part 8 X 5 = Total 40)

2. 'Strategic importance of human resource management has become a core importance today'
- i. Briefly evaluate above statement with reference to the human resource management functions in organizations. (5 Marks)
 - ii. Concisely describe the qualities expected from a human resource manager. (7 Marks)
 - iii. Highlight the role of the human resource management with suitable evidence. (8 Marks)
- (Total 20 marks)**

3. Write short notes on the following

- i. Recruitment and selection
- ii. Job profile
- iii. Hard and soft HRM
- iv. Job enlargement and job enrichment
- v. Job rotation.

(Each Part 4 X 5 = Total 20)

4. 'Job evaluation has been recognised as a frequent HR activity at present in relation to environmental dynamics'
- i. Indicate your agreement for the above statement and introduce different job evaluation methods in brief. (05 Marks)
 - ii. Distinguish job analysis from job evaluation in brief. Provide appropriate examples. (7 Marks)

iii. Mr. Suman started his career with Gama Plc. From 1st of January 2004 for a monthly salary of Rs.55,000/= in 2007 and 2010 January he experience the salary increment by Rs.10,000/=. Further in 2015 January he was promoted as a manager at the salary scale of Rs. 95,000/=. He retired at the age of 55 from 31st March 2019.

a. Calculate EPF and ETF entitlement and ignore interest calculation

(8 Marks)

(Total 20 marks)

5. 'Labor legislation set the platform for the industrial peace'

i. Briefly explain statement above and introducing different provisions applicable form labor legislation in Sri Lanka.

(05 Marks)

ii. Concisely explain differences between harassment and sexual harassment with appropriate examples.

(7 Marks)

iii. Indicate the importance of employee relation at work with appropriate examples with reference to the statement above.

(8 Marks)

(Total 20 marks)
