

**UNIVERSITY OF COLOMBO, SRI LANKA**

**FACULTY OF MANAGEMENT AND FINANCE**

**Bachelor of Business Administration (Level I – Semester III) Examination - 2017**

**HRM 1300 – Human Resource Management**

**Three (03) Hours**

**Answer 05 (FIVE) questions only (including question No.01)**

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1. “Human resource management has recognized as a major determinant in achieving competitive advantage to the today’s modern organizations”.
  - i. Briefly explain the main functions of human resource management with the appropriate example.

(05 Marks)
  - ii. Discuss duties of a typical Human Resource Manager in modern organizational context.

(05 Marks)
  - iii. What are the trends and challenges for the field of human resource management today? Briefly explain.

(05 Marks)
  - iv. Describe importance of HRM applications to an organization’s in gaining competitive advantage.

(05 Marks)

**(Total 20 marks)**
  
2. “Human Resources Planning (HRP) aims at streamlining the organizational effectiveness through its activities”.
  - i. Explain HRP process and its stages with suitable examples from a selected organization.

(10 Marks)
  - ii. Discuss importance of job analysis and its outcome to an organization.

(10 Marks)

**(Total 20 marks)**

3. 'Learning and development cost has recognized as an investment than an expense by many organizations at present.'

i. Briefly explain differences between induction, learning, training and development with appropriate examples.

(10 Marks)

ii. Prepare an induction plan for newly recruited Sales Executive of a retail organization and you may consider duration of the plan is 1 week.

(10 Marks)

**(Total 20 marks)**

4. "Determination of Employee payment has become a curtail task due to the environmental volatility"

i. Discuss the factors that determining the employee rewards with reference to a selected organization.

(10 Marks)

ii. Explain importance of monetary and non-monetary rewards for employees with appropriate examples.

(10 Marks)

**(Total 20 marks)**

5. "Industrial relation has given key prominence to the conduct an order of the industries."

i. Explain importance of industrial peace and suitable strategies to achieve it in practice with examples.

(10 Marks)

ii. Briefly discuss available different provisions for employees' welfare in Sri Lankan labor legislations.

(10 Marks)

**(Total 20 marks)**

6. "Many organization started developing their organizational structure as per the value addition of the job positions"

i. Briefly explain importance of Job evaluation to an organization.

(10 Marks)

ii. Explain two different job evaluation method taking Managing Director, Chief Executive officer, Chief Financial Officer, Accountant, Driver and Marketing Manager into consideration.

(10 Marks)

**(Total 20 marks)**

7. "Employee terminal benefit has been recognized as a legal and moral responsibility of the employers."

i. Explain instances where employees can withdraw EPF and ETF Balances

(10 Marks)

ii. Calculate EPF and ETF balances and the gratuity for the Mr. A by ignoring the interest rate.

1<sup>st</sup> appointment Date is 1<sup>st</sup> January 2005 and continued his work until 31<sup>st</sup> December 2005 with a payment of Rs. 45,000/= and with a salary increment of 10,000/=.From 1<sup>st</sup> January 2006 he continue his service until his retirement on 31<sup>st</sup> December 2016. EPF contribution from the employee is 8% , employer is 12% and ETF 3% from employer

(10 Marks)

**(Total 20 marks)**