

UNIVERSITY OF COLOMBO - SRI LANKA

FACULTY OF ARTS

SECOND YEAR EXAMINATION IN ARTS (ECONOMICS) – 2018

End of First Semester

ECN 2120: ECONOMICS OF HUMAN RESOURCE MANAGEMENT

Time: Two (02) Hours

Answer Four (04) questions only

- 1).
- I. What are the (i) Generic Purpose and (ii) Strategic goals and objectives of Human Resource Management?
(10 Marks)
 - II. "Sri Lanka is a country with a highly felt need of developing Human Resource Management."
Do you agree with this statement? Why?
(15 Marks)
- 2).
- I. "Human Capital Formation is the most essential source of economic development". Discuss this statement.
(13 Marks)
 - II. What are the main problems of Human Capital Formation in developing countries?
(12 Marks)
- 3).
- I. What is Human Resource Planning? Explain the importance of Human Resource Planning for an organization.
(10 Marks)
 - II. Assume that you are the Human Resource Manager of ABC Company. How do you estimate the "Human Resource Supply" of your company?
(15 Marks)

4).

“The main documents prepared through the Job Analysis are Job Description and Job Specification.”

- I. What is meant by ‘Job Description’ and ‘Job Specification’? (4 Marks)
- II. Describe the essential components of ‘Job Description’ and ‘Job Specification’. (9 Marks)
- III. Write the Job Description and Job Specification of a ‘Management Trainee’ Post. (12 Marks)

5).

- I. “Systematic Hiring is a process involving several steps to be performed sequentially.” Explain (17 Marks)
- II. How do you describe the difference between Employee Recruitment, Selection and Hiring? (08 Marks)

6).

“Induction does not socialize a new employee. Also it is natural that employee gets familiarized with the organization when the time passes. Hence, spending resources on Induction seems to be useless.” Do you agree? Give reasons for your answer.

(25Marks)

7). Write short notes for any **Four (04)** of the following topics. (6.25Marks each)

- I. Employee Selection Methods.
- II. Importance of Job Design.
- III. Principles of Human Resource Planning.
- IV. Management Inventory and Skill Inventory.
- V. Advantages and Disadvantages of Internal Recruitment Policy of an organization.
- VI. Replacement Charts.
