



End of Second Semester Examination - 2015/2016

ML 4207 – Human Resource Management

Duration:

One Hour

Q1 – A is compulsory and answer One (01) question from part - B

December 20, 2016

Time: 1.00 p.m. – 2.00 p.m.

Part - A

Define the concept 'human resource management' in your own words.	6/	(05 Marks)
List the responsibilities of human resource professionals.		(05 Marks)
Why is knowledge on HRM important for any manager?		(05 Marks)
What is meant by the term 'job analysis'? Describe its components.		(05 Marks)
Differentiate 'recruitment' and 'selection'.		(05 Marks)
List out the advantages of internal recruitment.		(05 Marks)
List three external recruitment methods and describe one of them.		(05 Marks)
Briefly explain the usefulness of selection interviews.		(05 Marks)
List two competencies required from human resource professionals.		(05 Marks)
Discuss the usefulness of 'assessment center' in identifying the best candidate.		(05 Marks)
		(Total Marks 50)

Part - B

Differentiate 'training' and 'development'.		(08 Marks)
What are the advantages of 'on-the-job' training?		(07 Marks)
List the components of training evaluation and describe one of them.		(06 Marks)
What is meant by 'learning outcomes or learning objectives' in training design?		(04 Marks)
		(Total Marks 25)

Describe the concepts of 'performance management' and 'performance appraisal'.		(06 Marks)
What is the role of performance feedback?		(07 Marks)
Discuss the advantages of self-review in performance appraisal.		(05 Marks)
Briefly explain the employee selection process.		(07 Marks)
		(Total Marks 25)

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L Darling-Hammond

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