



UNIVERSITY OF RUHUNA
FACULTY OF AGRICULTURE

Third Examination in BSc. BSc. Green Technology (Part I)

April 2021

EC 3108 Human Resource Management (Elective)

INSTRUCTIONS

Answer **Five questions**.

Mobile phones are **NOT** permitted.

Attach the question paper to the **end** of the answer script

TIME: 3 (three) Hours

INDEX NUMBER

1. (a) State the objectives of an organization. (03 marks)
(b) Briefly explain the objectives of Human Resource Management (HRM) in border perspective. (05marks)
(c) Discuss the scope of HRM with suitable examples. (12 marks)
2. (a) Briefly explain the advantages of having separate HR department. (04 marks)
(b) Discuss the uses of Job Analysis in an organization. (06 marks)
(c) "Human resource manager should possess different competencies to perform the HRM functions successfully." Critically evaluate this statement. (10 marks)
3. (a) What do you mean by the terms "Job Rotation" and "Job Enlargement"? (04 marks)
(b) Distinguish the difference between efficiency elements and behavioral elements of job design. (06 marks)
(c) "Several factors are effect on the assessment of manpower supply in an organization". Critically evaluate this statement. (10 marks)
4. (a) State the different types of "Recruitment Needs". (03 marks)
(b) Briefly explain the recruitment process. (07 marks)
(c) "It is important to introduce the new employee to the organization system and its people." Evaluate this statement with suitable examples. (10 marks)
5. (a) Briefly explain why organizations are conducting performance appraisal. (03 marks)
(b) Discuss the different types of performance appraisals conducted by organizations. (07marks)
(c) Briefly describe the training need equation. (03 marks)
(d) "Training and Development is an important HRM function". Critically evaluate this statement. (07marks)

6. (a) What do you mean by the “labour management” in HRM. (02 marks)
- (b) Briefly explain the main objectives of labour management and industrial relations. (08 marks)
- (c) Discuss the different grievances preventing measures for an organization with suitable examples. (10 marks)

7. Write short notes on any **FOUR** of the followings. (05 marks for each)

- (a) Main causes of disciplinary action.
- (b) Objectives of grievances management.
- (c) Main types of employment.
- (d) Cost of an accident in an organization.
- (e) Occupational Health.