



UNIVERSITY OF RUHUNA
FACULTY OF AGRICULTURE

Second Examination in BSc. in Agriculture Resource Management and Technology/ Green
Technology / Agribusiness Management (Part II)

September 2023

EC 22203 Human Resource Management (Compulsory – AB, Elective – AT/GT)



INSTRUCTIONS

Answer **only Four (04) questions**

Mobile phones are NOT permitted.

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

TIME: 2 (two) Hours

INDEX NUMBER

1.
 - I. State the organizational objectives relevant to HRM activities. (05 marks)
 - II. Briefly explain the significance of Human Resource planning. (08 marks)
 - III. Discuss the factors effect on the future HR demand of the organization. (12 marks)

2.
 - I. Define the term “Employee recruitment”. (03 marks)
 - II. Explain the importance of an effective recruitment process. (10 marks)
 - III. Discuss the internal and external recruitment processes, contrasting their advantages and disadvantages. (12 marks)

3.
 - I. What do you understand by the term “Employee selection? (05 marks)
 - II. Briefly discuss different job designing techniques. (08 marks)
 - III. "Job analysis can be used as a decision-making tool for other HR activities of an organization." Critically discuss this statement by highlighting the significance of the job analysis process. (12 marks)

4.
 - I. What are the basic objectives of the performance evaluation process? (05 marks)
 - II. Using an appropriate job, explain the subjective and objective criteria for evaluating the performance of the selected job category. (10 marks)
 - III. Briefly explain the role of the “Training and Development” process for employees and the organization. (10 marks)

5.

- I. What do you mean by discipline and discipline management? (05 marks)
- II. Briefly explain the impact of the organization's Health and Safety program on employee performance. (08 marks)
- III. Discuss the objectives of the employee welfare program by explaining benefits of the organizational welfare program. (12 marks)

6. Write short notes on any TWO (2) of the followings. (12.5 marks per each)

- I. Importance of Induction Training.
- II. Factors effect on Pay Management Process.
- III. Training and Development Process.
- IV. Objectives of Grievance Management.