



064

UNIVERSITY OF RUHUNA

FACULTY OF MANAGEMENT AND FINANCE

Bachelor of Business Administration Degree programme

2000 Level Semester 11

End Examination (February/March 2021)

HRM 22423 - People Resourcing

Duration: Three hours

The question paper contains five (05) questions.

Answer all questions.

(1)

“Organizations do not exist in a vacuum; They face a number of external influences, Therefore “Environmental Scanning” plays a vital role in the way the business is managed and organised.”

i. What does it mean by “Environmental Scanning”?

(03 marks)

ii. Briefly explain the major trends occur in the external environment that affect the functions in an organization.

(05 marks)

iii. Describe the significance of environmental scanning for people resourcing decisions in an organization.

(06 marks)

(Total marks 14)

(2)

“Competency management consists with identifying, developing and rewarding competencies of individuals, teams and organizations to realize the goals and mission of the organization.”

- i. What does it mean by “Competency –based HRM”?

(03 marks)

- ii. Briefly explain the application of Competency-based HRM in Competency Management.

(05 marks)

- iii. Describe how to construct a “Competency Framework” by considering both behavioral and technical competencies in an organization.

(06 marks)

(Total marks 14)

(3)

“Knowledge Management provides a basis to achieve a direct competitive advantage for the companies, selling ideas and relationships.”

- i. What does it mean by “Knowledge Management”?

(03 marks)

- ii. Briefly explain the strategies associated with the knowledge Management.

(05 marks)

- iii. Describe, the responsibility lies with human resource to promote Knowledge Management in an organization.

(06 marks)

(Total marks 14)

(4)

“There should be an agreed Employee Redundancy policy with managers to effectively manage the employees in an organization.”

- i. What does it mean by “Employee Redundancy”?

(03 marks)

ii. Briefly explain the significance of employee Redundancy Management in an organization
(05 marks)

iii. Is the general statement mentioned in the question true or false? Briefly discuss.
(06 marks)

(Total marks 14)

(5)

Write short notes on the following terms.

- i. Cohort Analysis
- ii. Features of Human Resource Information System (HRIS)
- iii. Human Resource Professional
- iv. Knowledge workers

(3 ½ marks for each)

(Total marks 14)