



Faculty of Management, University of Peradeniya,
Sri Lanka
End of Second Semester Examination - 2015/2016

ML 4207 – Human Resource Management

Instructions:

Time: One Hour

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

Date: December 20, 2016

Time: 1.00 p.m. – 2.00 p.m.

Part - A

- Define the concept 'human resource management' in your own words. (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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Table of Contents Icm Examination Past Papers Project Management

1. Understanding the eBook Icm Examination Past Papers Project Management
 - The Rise of Digital Reading Icm Examination Past Papers Project Management
 - Advantages of eBooks Over Traditional Books
2. Identifying Icm Examination Past Papers Project Management
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Icm Examination Past Papers Project Management
 - User-Friendly Interface
4. Exploring eBook Recommendations from Icm Examination Past Papers Project Management
 - Personalized Recommendations
 - Icm Examination Past Papers Project Management User Reviews and Ratings

- Icm Examination Past Papers Project Management and Bestseller Lists
- 5. Accessing Icm Examination Past Papers Project Management Free and Paid eBooks
 - Icm Examination Past Papers Project Management Public Domain eBooks
 - Icm Examination Past Papers Project Management eBook Subscription Services
 - Icm Examination Past Papers Project Management Budget-Friendly Options
- 6. Navigating Icm Examination Past Papers Project Management eBook Formats
 - ePub, PDF, MOBI, and More
 - Icm Examination Past Papers Project Management Compatibility with Devices
 - Icm Examination Past Papers Project Management Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Icm Examination Past Papers Project Management
 - Highlighting and Note-Taking Icm Examination Past Papers Project Management
 - Interactive Elements Icm Examination Past Papers Project Management
- 8. Staying Engaged with Icm Examination Past Papers Project Management
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Icm Examination Past Papers Project Management
- 9. Balancing eBooks and Physical Books Icm Examination Past Papers Project Management
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Icm Examination Past Papers Project Management
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Icm Examination Past Papers Project Management
 - Setting Reading Goals Icm Examination Past Papers Project Management
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Icm Examination Past Papers Project Management
 - Fact-Checking eBook Content of Icm Examination Past Papers Project Management
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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