

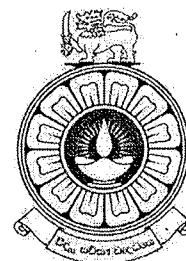
The Open University of Sri Lanka

Bachelor of Management Studies (Honours) Degree Programme

Continuous Assessment Test - 2022/2023

HRU3506 – Human Resource Management

Duration – Two (02) Hours



Date: 19.08.2023

Time: 09.30 AM – 11.30 AM

Instructions:

All questions carry equal marks. Answer any Four (04) questions.

Question 01

- i. Differentiate HRM and Strategic HRM. (10 Marks)
 - ii. Identify and explain **three** different roles of HR manager, with examples. (15 Marks)
- (25 Marks)

Question 02

- i. Describe the **four** factors that contributed to the growth of the Industrial revolution. (10 Marks)
 - ii. Identify and explain the **three** shortcomings of factory system that were detrimental to its workers. (15 Marks)
- (25 Marks)

Question 03

- i. Differentiate performance review and reward review. (10 Marks)
 - ii. "Reward review has to be directly linked to the performance review."
Do you agree with the above statement. Provide at least **three** justifications. (15 Marks)
- (25 Marks)

Question 04

- i. Describe the **two** training and development methods using examples. (10 Marks)
 - ii. "Management development requires specially designed programmes."
Explain the above statement indicating **three** special training and development methods used in developing the managers. (15 Marks)
- (25 Marks)

Question 05

Write short notes for the followings.

- i. Training need assessment
- ii. Management – by – objectives approach
- iii. Job rotation
- iv. Workplace learning
- v. Employee orientation

(05 Marks * 05 = 25 Marks)

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