

THE OPEN UNIVERSITY OF SRI LANKA
 DEPARTMENT OF TEXTILE & APPAREL TECHNOLOGY
 P.G. DIPLOMA/ M TECH. APPAREL PRODUCTION AND MANAGEMENT
 TTM7133 – HRM & LEGAL ASPECTS FOR MANAGING
 FINAL EXAMINATION - 2016
 DURATION - 03 HOURS



Date: 16.11.2016

Time: 930 - 1230 Hrs.

This paper has six (06) questions in 2 pages. Answer any four (04) questions. All questions carry 25 marks.

1. (i) Explain briefly what HR management is and how it relates to the General management Function. (10 Marks)
- (ii) Explain how HR Management can be instrumental in helping a company to create competitive advantage. (15 Marks)
2. (i) What do you understand by "Job Analysis"? (05 Marks)
- (ii) Discuss various methods by which 'Job Analysis' can be done. (10 Marks)
- (iii) Compare and contrast Job description and Job specification. (10 Marks)
3. (i) Discuss briefly the difference between recruitment and selection. (05 Marks)
- (ii) Explain the ways that recruitment can contribute to the implementation of Human Resource Strategy in an organization. (10 Marks)
- (ii) Show how effective recruitment and selection, can help to achieve organizational objectives. (10 Marks)
4. (i) Explain how the health, welfare and safety of workers are managed in manufacturing organizations. (10 Marks)
- (ii) Which mechanisms of employee involvement or 'employee voice' would you recommend using in Sri Lankan context and why? (15 Marks)

5. Briefly explain the following

- (i) Workman Compensation Ordinance. (08 Marks)
- (ii) Trade Union Act and the main functions of a union. (10 Marks)
- (iii) Collective Bargaining. (07 Marks)

6. (i) Briefly explain the data that you would need, to analyze the causes for absenteeism in garment factories of Sri Lanka. (10 Marks)

(ii) If you are requested by an Apparel Manufacturing Company to do a study on 'The Factors causing high Voluntary Labor Turnover'; list the factors in order of priority that you would consider to analyze the problem, indicating the reasons for selecting the relevant factors. (15 Marks)