The Open University of Sri Lanka
Faculty of Engineering Technology

Study Programme	:	**POSTGRADUATE DIPLOMA IN TECHNOLOGY IN INDUSTRIAL ENGINEERING**
Name of the Examination	:	Final Examination
Course Code and Title	:	**MEM 7216 HUMAN RESOURCE MANAGEMENT**
Academic Year	:	2014/15
Date	:	09th September 2015
Time	:	0930 hours -1230 hours
Duration	:	3 hours

General instructions

1. Read all instructions carefully before answering the questions.
2. This question paper consists of 7 questions. All questions carry equal marks.
3. Answer **any five (5)** questions only.

---

1. (i) Why Human Resource Management is important to a Maintenance Manager? (08 Marks)

   (ii) The term "Human Resources" implied that employees would just be treated as factors of production and not as people. Do you agree with the statement? Justify your answer. (12 Marks)

2. (i) What do you mean by "Human Capital" in an organization? (04 Marks)

   (ii) Outsourcing of human resource (HR) activities is becoming more and more common trend in some of the industries. Comment on this. (06 Marks)

   (iii) Getting line management support and commitment is sometimes more difficult than getting top management support to carry out Human Resource Manager's role. Suggest a suitable mechanism to overcome this issue. (10 Marks)

3. (i) Discuss some important activities done by an effective Human Resource Manager. (06 Marks)

(ii) Discuss some important competencies that the Human Resource Manager should possess. (06 Marks)

(iii) Knowledge Management is one key area that the Human Resource Managers should give top priority in order to achieve the set objectives of an organization. Discuss all the key areas that the Human Resource Manager should consider. (08 Marks)

4. (i) "Knowing the people who work for you is an important prerequisite to manage their performances effectively". Do you agree with this statement? Justify your answer. (06 Marks)

(ii) Suggest some important activities to develop right climate for understanding people those who are working with you. (08 Marks)

(iii) Discuss your ethical limitations and responsibilities when developing right climate to understand the people those who are working with you. (06 Marks)

5. (i) Removing uncertainties and ambiguities from jobs is one key factor to improve employee performances. Discuss important areas that you have to consider in order to achieve this objective. (08 Marks)

(ii) Discuss the important steps involving in writing a job description without ambiguities. (06 Marks)

(iii) Writing a proper job description is an excellent starting point for managing performances of your employees. Discuss the limitations of job description. (06 Marks)

6. (i) Recruitment and selection start with human resource planning. Discuss the important areas that you have to consider when preparing human resource plan for your organization. (06 Marks)

(ii) "Effective recruiting is a challenge". Do you agree? Justify your answer. (06 Marks)

(iii) Discuss the important steps involve in an effective recruitment process. (08 Marks)

7. (i) "Properly prepared Employee Orientation program is a must for all new comers with experience or not". Do you agree? Justify your answer. (06 Marks)

(ii) Discuss the problems that are common in appraising performances of individuals. (06 Marks)

(iii) Discuss the differences between performance management and performance appraisal with suitable examples. (08 Marks)

END OF QUESTION PAPER

The Open University of Sri Lanka
Faculty of Engineering Technology

Study Programme	:	**POSTGRADUATE DIPLOMA IN TECHNOLOGY IN INDUSTRIAL ENGINEERING**
Name of the Examination	:	Final Examination
Course Code and Title	:	**MEX7215 - PRODUCTION PLANNING AND MATERIALS MANAGEMENT**
Academic Year	:	2014/15
Date	:	21st September 2015
Time	:	0930 hours -1230 hours
Duration	:	3 hours

General instructions

1. Read all instructions carefully before answering the questions.
2. This question paper consists of **six (06)** questions. All questions carry equal marks.
3. Answer **any five (05)** Questions.

Q1 . Answer the following.

(i) Explain the advantages in integrated materials management.

(ii) Explain why inter-departmental relations are important in purchasing.

(iii) Explain the code of ethics of the Materials Manager.

(iv) Explain the importance of material specifications in purchasing.

(20 marks)

Q2. (a) The task of finding the "right" site for a warehouse is complex. Explain how this problem can be solved.

(10 marks)

(b) What are the factors to be considered in designing a warehouse?

(10 marks)