

 **INTI** International
University & Colleges

FINAL
Examination Paper

(COVER PAGE)

Session : JANUARY 2018

Programme : Diploma in Business (DIB)

Course : HRM2100: Fundamentals of Human Resource Management

Date of Examination : 8 March, 2018 (Thursday)

Time : 5:00 pm – 7:00 pm Reading Time : Nil

Duration : 2 Hours

Special Instructions :

Answer any **FOUR (4)** questions in the answer booklet provided.

Materials permitted : Nil

Materials provided : Nil

Examiner(s) : Ihsan Bin Mahmood, Vasanthakumar, and Ng Huey Miin

Moderator : Ms Kannaki S Narayansamy

This paper consists of 3 printed pages, including the cover page

DIPLOMA IN BUSINESS PROGRAMME (DIB)
HRM 2100: FUNDAMENTAL OF HUMAN RESOURCES
FINAL EXAMINATION: JANUARY 2018 SESSION

Question 1

Changes in the environment of human resource management are very wide and it plays a crucial role in organizations.

Using appropriate examples, state and discuss any **FIVE (5)** trends that influence human resource management practices.

(25 marks)

Question 2

a) List and explain **TWO (2)** advantages and **TWO (2)** disadvantages of using questionnaire in gathering information for job analysis

(10 marks)

b) Using appropriate examples, explain **FIVE (5)** External factors that affect the Manpower / Human Resource Planning in an organization.

(15 marks)

Question 3

a) Using appropriate examples, state and describe **FOUR (4)** limitation of interview.

(12 marks)

b) Using appropriate examples, explain **FOUR (4)** problems that an organization may face due to bad hiring decision.

(13 marks)

Question 4

- a) New employees start getting emotionally attached to an organization with the help of employee orientation

Using relevant examples, list and discuss **FOUR (4)** function of employee orientation.
(16 marks)

- b) Using relevant examples, explain any **THREE (3)** training methods.

(9 marks)

Question 5

- a) Using appropriate examples, explain **FOUR (4)** importance of Performance Appraisal.
(12 marks)

- b) Using appropriate examples, explain **FOUR (4)** types of common error that usually distort the accuracy of Performance Appraisal result.

(13marks)

Question 6

Using relevant examples, identify and discuss **FIVE (5)** factors that affect salary and benefit or compensation structure.

(25 marks)

~The End~

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