No. of Questions: Six (06)  Time: 03 hours

Answer only five (05) questions.

(01)  a) Name three functions of Human Resource Management.  
      (03 marks)

      b) Differentiate between Strategic Human Resource Management and Human Resource Management?  
         (05 marks)

      c) Is HR Planning only relevant to large organizations or should small businesses do HR Planning too? Explain with suitable examples.  
         (12 marks)  
         (Total 20 marks)

(02)  a) Name three roles of a Human Resource Manager?  
      (03 marks)

      b) Differentiate between soft HRM and hard HRM?  
         (05 marks)

      c) Explain one of the HRM models mentioned below.  
         (12 Marks)  
         (Total 20 marks)

         i). Harvard Model
         ii). Warwick Model
         iii). Dave Ulrich’s Multiple Role Model

(03)  a) What is collective bargaining?  
      (03 marks)

      b) What are the modes available for dispute resolution? Explain briefly.  
         (05 marks)

      c) “Trade unions are strong in public sector, although they are weak in the informal private sector.” Do you agree with this statement? Explain.  
         (12 marks)  
         (Total 20 marks)
(04)  a) Define the term ‘Occupational Health and Safety’.

b) What are the activities that an employer can take in order to improve the occupational health and safety within the work premises.

c) “Performance appraisal can be either subjective oriented or objective oriented”. Explain this statement referring to the performance review methods and the consequences of them.

(05)  a) Name the sources available to attract candidates for a particular job?

b) What are the benefits and drawbacks of interviews as a selection tool?

c) How does PEST factors affect to HRM?

(06)  a) Name methods of training employees.

b) Why it is important to carry out an employee orientation program for the new recruits?

c) “Training employees is an investment and it requires returns”. Explain.