

UNIVERSITI SAINS MALAYSIA

Second Semester Examination
Academic Session 1997/98

February 1998

AGW609 - HUMAN RESOURCE MANAGEMENT

Time : [3 hours]

INSTRUCTIONS :

Please ensure that this examination paper consists of TWO printed pages before you begin.

Answer 5 questions. Question 1 is compulsory. Answer any other FOUR (4) questions.

1. "Human Resource Management (HRM) is a modern term for what was previously known as personnel management. It is hard to see any practical implication from practices of companies since people are still regarded as "costs", which should be minimised." Discuss.

[20 marks]
 2. What do you understand by the term "Human Resource Planning (HRP)"? What are the HRP methods employed in organisations?

[20 marks]
 3. What is Training Needs Analysis (TNA)? How are TNAs being carried out in organisations?

[20 marks]
 4. What are the factors that contribute to "pay compression" problems?

[20 marks]
 5. What are the strategies employed by organisations in order to be effective in rewards management?

[20 marks]
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6. "Employee relations strategies makes or breaks an organisation". Discuss.

[20 marks]

7. What are the employment laws in Malaysia meant to achieve? Are they effective?

[20 marks]

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