

UNIVERSITI SAINS MALAYSIA
MASTER OF BUSINESS ADMINISTRATION

Second Semester Examination
Academic Session 1999/2000

February 2000

AGW 609 – HUMAN RESOURCE MANAGEMENT

Time: [3 hours]

INSTRUCTIONS:

Please ensure that this examination paper consist of 2 printed pages before you begin.
Answer **questions 1** and any **FOUR (4)** others.

1. Discuss ways in which the HR department can ensure its involvement in the firm's strategic management process.

(20 marks)
2. Discuss why job analysis is important to line managers?

(20 marks)
3. Traditional job interviews have demonstrated low validity in terms of predicting job performance. Describe how job interviews should be conducted in order to maximize their validity.

(20 marks)
4. Discuss ways in which training can help companies gain competitive advantage.

(20 marks)
5. Compare and contrast the following four approaches for measuring performance.
 - (a) ranking
 - (b) rating
 - (c) forced-distribution
 - (d) paired-comparison

In your personal experience, which approach is the most appropriate and why?

(20 marks)

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6. Discuss how culture affects human resources in global markets.

(20 marks)

7. Discuss the following four strategic issues in compensation:

- (a) Internal consistency
- (b) External competitiveness
- (c) Employee contributions
- (d) Compensation administration

(20 marks)

8. Discuss four approaches to employee development

(20 marks)

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