

FACULTY OF BUSINESS

FINAL EXAMINATION

Student ID (in Figures) :

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Student ID (in Words) :

Course Code & Name : **HRM5104 STRATEGIC HUMAN RESOURCE MANAGEMENT (MBA)**

Semester & Year : January – April 2021

Lecturer/Examiner : Dr. Akram Al-Khaled

Duration : 3 Hours

INSTRUCTIONS TO CANDIDATES

1. This question paper consists of one part:
PART A (100 marks) : Answer only FIVE (5) essay questions out of 6 questions given. Answers are to be written in the Answer Booklet provided.
2. Candidates are not allowed to bring any unauthorised materials except writing equipment into the Examination Hall. Electronic dictionaries are strictly prohibited.
3. This question paper must be submitted along with all used and/or unused rough papers and/or graph paper (if any). Candidates are NOT allowed to take any examination materials out of the examination hall.
4. Only ballpoint pens are allowed to be used in answering the questions, with the exception of multiple choice questions, where 2B pencils are to be used.

WARNING: The University Examination Board (UEB) of BERJAYA University College regards cheating as a most serious offence and will not hesitate to mete out the appropriate punitive actions according to the severity of the offence committed, and in accordance with the clauses stipulated in the Students' Handbook, up to and including expulsion from BERJAYA University College.

Total Number of pages = 3 (Including the cover page)

PART A : ESSAY QUESTIONS (100 MARKS)

INSTRUCTION(S) : Answer **ONLY FIVE (5)** questions. Answers are to be written in the Answer Booklet(s) provided.

Question 1

Recruitment and selection strategies are core HRM activities in an organization, designed to maximize employee strength in order to meet the employer's strategic goals and objectives. Elaborate **FIVE (5)** criteria involved in international staffing (expatriate).

(20 marks)

Question 2

Employee motivation is an economic factor that should not be underestimated. Motivated employees achieve more and therefore bring their company more revenue. Motivation is strongly pertained to the commitment of the employee to the company. A lack of commitment is occasionally clearly noticeable. Propose how you would motivate your employees to demonstrate greater commitment towards their companies.

(20 marks)

Question 3

Performance Management (PM) and Performance Appraisal (PA) are typically designed on a central basis by HR function. Describe **FIVE (5)** crucial reasons why performance management needs to be at the top of the organization priorities list.

(20 marks)

Question 4

Staff training is the only plan to develop the employees' skills and knowledge with the aim to improve productivity. Critically evaluate how it plays a critical role in such an organization.

(20 marks)

Question 5

Boundaryless careers have become more pronounced in recent times. A boundaryless career involves switching jobs, specializations, companies, industries and locations in the course of ones working life. Elaborate on **FIVE (5)** significant reasons why you think people choose the boundaryless career option.

(20 marks)

Question 6

Rewarding Human Resources as in accordance with their value to the organization is concerned with both financial and non-financial rewards.

a) Evaluate how the reward strategy is related to the business strategy to attain integration.

(10 marks)

b) Explain **FIVE (5)** strategic reasons behind it based on an example of an organization of your choice.

(10 marks)

(Total: 20 marks)

END OF EXAM PAPER