

FACULTY OF BUSINESS

FINAL EXAMINATION

Student ID (in Figures) :

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Student ID (in Words) :

Course Code & Name : **HRM5104 STRATEGIC HUMAN RESOURCE MANAGEMEN**

Semester & Year : May - August 2022

Lecturer/Examiner : Associate Professor 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.

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

Training & development of employees enables a multinational, (or any organization for that matter) to build up its human resources (human capital). which can include things such as knowledge, skills, intellectual property, etc. Evaluate the **FOUR (4)** classifications of cross-cultural training.

(20 marks)

Question 2

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. Examine **FIVE (5)** reasons why multinationals require a recruitment and selection policy.

(20 marks)

Question 3

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 4

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 5

Employee rewards and recognition have become a critical component of every successful business in today's date. Its unique way of adding value to employees' achievements is what made it popular. And HR leaders are trying their best to leverage it further through new rewards and recognition ideas.

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

(10 marks)

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

(10 marks)

(Total: 20 marks)

Question 6

Organizational performance is a ubiquitous term which is nevertheless loosely defined. Though the construct depends on a number of unique factors associated with each organization. Examine **FIVE (5)** significant factors that could influence the organizational performance.

(20 marks)

END OF EXAM PAPER