



STAMFORD COLLEGE

SCHOOL OF HUMAN RESOURCE MANAGEMENT

DIPLOMA IN HUMAN RESOURCE MANAGEMENT

SEMESTER 1

DHRM 101: HUMAN RESOURCE PRINCIPLES

Date : 30 April 2007 (Monday)

Time : 9.30 am –12.30 pm

Duration: 3 hours

Instructions to Candidates

Answer FOUR out of SIX questions.

Please ensure that this examination paper contains SIX questions on TWO printed pages before you start the examination.

Books, papers and other written materials are not allowed to be brought into the examination hall. A candidate who violates the examination rules of Stamford College or commits a malpractice will be disqualified from the examination.

Candidates may use calculators provided the calculators give no printout, have no work display facilities, are silent and cordless.

Write your Examination Index Number on each page of your answer booklet.

Answer any FOUR out of SIX questions.

Question 1

- a) Define Human Resource Management. (8 marks)
 - b) Define Strategic Human Resource Management. (8 marks)
 - c) Explain globalisation. (9 marks)
- (Total = 25 marks)

Question 2

- a) Identify FIVE aspects or activities of human resource management. (9 marks)
 - b) Identify FIVE Human Resource positions you might find in a large company. (8 marks)
 - c) Explain 'deregulation'. (8 marks)
- (Total = 25 marks)

Question 3

Explain how the following new management practices affect Human Resource Management.

- a) Empowerment of employees (5 marks)
 - b) Flatter organisations (5 marks)
 - c) Managers building commitment (5 marks)
 - d) Workforce diversity (5 marks)
 - e) Using technology (5 marks)
- (Total = 25 marks)

Question 4

- a) Explain the FOUR uses of job analysis. (8 marks)
 - b) Identify FOUR methods of collecting job analysis information. (6 marks)
 - c) Give FIVE sample questions for job analysis interview. (11 marks)
- (Total = 25 marks)

Question 5

- a) Define job description. (8 marks)
 - b) Define job specification. (7 marks)
 - c) Identify FIVE items commonly found in written job descriptions. (10 marks)
- (Total = 25 marks)

Question 6

- a) Explain FIVE factors that can undermine an interviewer's usefulness. (10 marks)
- b) Define structured interview, (5 marks)
- c) Identify the FIVE steps in the structured interview. (10 marks)
- (Total = 25 marks)

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