



UTHM

Universiti Tun Hussein Onn Malaysia

UNIVERSITI TUN HUSSEIN ONN MALAYSIA

**FINAL EXAMINATION
SEMESTER II
SESSION 2018/2019**

COURSE NAME : HUMAN RESOURCE MANAGEMENT
COURSE CODE : BPB 10402
PROGRAMME CODE : BPC
EXAMINATION DATE : JUNE / JULY 2019
DURATION : 2 HOURS
INSTRUCTION : ANSWER ALL QUESTIONS

THIS QUESTION PAPER CONSISTS OF **THREE (3)** PAGES

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- Q1** Advent Construction Sdn. Bhd. is planning to use Building Information Modeling (BIM), a 3D model-based process to help architecture, engineering, and construction professionals to more efficiently plan, design, construct, and manage buildings and infrastructure. However, the current employees are not equipped with the knowledge and skills necessary to use BIM. As the Human Resource manager, you are responsible to plan a training program for these employees.
- (a) Discuss **FOUR (4)** steps in developing a training program. (12 marks)
 - (b) Recommend the best training methods to improve the knowledge transfer among employees with justification (e.g. on job training, lecture). (5 marks)
 - (c) Explain **FOUR (4)** levels of training evaluation for BIM. (8 marks)
- Q2**
- (a) Differentiate between performance management and performance appraisal. (10 marks)
 - (b) Elaborate the importance of performance appraisal. (10 marks)
 - (c) Recommend the most appropriate performance appraisal method for construction professionals with justification. (5 marks)
- Q3** SunBear Construction Sdn. Bhd. employs nearly 800 workers. In the past few years, the employee turnover has increased from 3% to 6%. Upper management is considering the implementation of a new compensation policy in its efforts to reduce the employees turnover rate. Historically, the company has paid all employees similarly with some variation for seniority but no distinction between high and low performers.
- (a) Explain **FIVE (5)** steps to be taken to establish new pay rates for SunBear Construction Sdn. Bhd. (20 marks)

- (b) List the main elements of competency-based pay (salary). (5 marks)

Q4 A construction worker has been terminated due to failure to observe safety procedures. He claimed that he had been unfairly dismissed and would like to seek remedial actions.

- (a) State the relevant act that concerns unfair dismissal. (2 marks)

- (b) State the government department responsible to accept complaints for this type of cases. (2 marks)

- (c) Discuss the possible reasons that lead to unfair dismissal. (6 marks)

- (c) This case could be avoided if the company employs progressive disciplining procedures.

Discuss the steps in progressive disciplining. (15 marks)

- END OF QUESTIONS -