



UTHM
Universiti Tun Hussein Onn Malaysia

UNIVERSITI TUN HUSSEIN ONN MALAYSIA

**FINAL EXAMINATION
SEMESTER I
SESSION 2019/2020**

COURSE NAME : HUMAN RESOURCE
MANAGEMENT

COURSE CODE : BPA 11503

PROGRAMME : BPP

EXAMINATION DATE : DECEMBER 2019 / JANUARY 2020

DURATION : 3 HOURS

INSTRUCTION : ANSWER **ALL** QUESTIONS

TERBUKA

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

Q1 Training needs analysis is concerned with addressing skills gaps at the organisational level, the group level and the individual level, and falls under the remit of learning and development.

(a) Describe **THREE (3)** purposes of conducting the training needs analysis. (9 marks)

(b) You have been assigned the task of designing a training program for new cashiers at the grocery store in which you work.

Develop a training program for cashiers which includes training objectives, delivery methods, and program evaluation.

(16 marks)

Q2 Budget 2020: RM500 wage incentive for graduates who secure work

PETALING JAYA: Graduates who secure a job after being unemployed for more than a year will receive a wage incentive of RM500 per month under Budget 2020.

Finance Minister Lim Guan Eng said under the Graduates@Work programme, graduates who secure work would receive a wage incentive of RM500 per month for a duration of two years.

"Employers will receive a hiring incentive up to RM300 per month for each new hire for two years," he said when tabling the Budget 2020 in Parliament on Friday (Oct 11).

Lim noted that there were more than half a million unemployed Malaysians in 2018, of whom 140,000 were unemployed graduates.

Out of those unemployed, Lim said 290,000 were youths including those until 24 years old.

Lim said the programme was designed specifically for the hiring of graduates who had been unemployed for more than a year.

Source: The Star 2019

Discuss **FIVE (5)** impact of the Budget 2020 incentives in creating the compensation package for both employees and employers.

(25 marks)

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- Q3** (a) ... among the goodies for women in the newly-announced Budget 2020 were a RM500 monthly incentive for two years for women aged 30 to 50 who return to work; a RM300 hiring incentive each month for two years for employers; extended income tax exemptions for women returning to work until 2023; and a proposed **increase in maternity leave from 60 days to 90 days for the private sector.**

Source: The Star 2019

Describe **TWO (2)** conditions where a female employee is entitled to receive maternity allowance under Employment Act 1955.

(4 marks)

- (b) The Industrial Relations or IR encompasses the relationship between the management and workmen and the role of a regulatory body to resolve any industrial dispute.

Explain **THREE (3)** focuses of industrial relations.

(21 marks)

- Q4** (a) Employers and employee or unions are on opposite sides of the bargaining table and usually represent divergent interests, so their relationship can sometimes be highly adversarial.

(i) State **TWO (2)** reasons why do employees join unions.

(5 marks)

(ii) Outline the advantages and disadvantages of being a union members.

(10 marks)

- (b) The number of accidents at work places in Malaysia have dropped to 5.72 cases per 1,000 workers last year said Human Resource Minister YB M.Kula Segaran

He said the accident rate was 10.3 cases per 1,000 workers in 2018 and the current rate was almost a 50 per cent drop. This clearly shows that efforts, programmes and campaigns carried out by the government, employers and employees had succeeded.

Source: Department of Occupational Safety and Health

Discuss **TWO (2)** ways to prevent accidents at workplace.

(10 marks)

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- END OF QUESTIONS -