



**UNIVERSITI TUN HUSSEIN ONN MALAYSIA**

**FINAL EXAMINATION  
SEMESTER II  
SESSION 2017/2018**

COURSE NAME : HUMAN RESOURCES  
MANAGEMENT

COURSE CODE : BBP 20102

PROGRAM CODE : BBA / BBC/ BBE / BBG

EXAMINATION DATE : JUNE / JULY 2018

DURATION : 2 HOURS

INSTRUCTION : ANSWER ALL QUESTIONS

**TERBUKA**

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

- S1 (a) Define training and development? (4 marks)
- (b) Define orientation, and explain the purpose of orientation (5 marks)
- (c) There are various type for training and development method for a new employee. Explain briefly training and development method (8 marks)
- (d) Explain how human resources department can help staff in Career Development (8 marks)
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- S2 (a) Differentiate the performance management and performance appraisal (4 marks)
- (b) In organization, many people can conduct performance appraisal. Who should involve in performance appraisal? (5 marks)
- (c) Explain the benefits of performance appraisal (6 marks)
- (d) Describe the problem occur when doing the performance appraisal (*biases*) (10 marks)

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- S3** (a) Compensation is what employees receive in exchange for their labor
- i. Define the employee compensation (4 marks)
  - ii. Give example of indirect financial compensation (*benefits*) (5 marks)
- (b) Explain four (4) reward for individual employee. (8 marks)
- (c) What are the differences among external equity, internal equity, employee equity And team equity (8 marks)
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- S4** (a) Explain union objectives and explain the reasons why employee should join unions? (6 marks)
- (b) With appropriate example, explain about the type of unions (6 marks)
- (c) Rules and regulation is one of main pillars for fairness in discipline. With appropriate example, explain the issues in rules and regulation (6 marks)
- (d) Employment Act 1955 provides minimum terms and conditions (mostly of monetary value) to certain category of workers. How does this act associate with an ethical issue for an employee? (8 marks)

**-END OF QUESTION-**

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