**UNIVERSITI UTARA MALAYSIA**

**FINAL EXAMINATION**  
**SEMESTER INTERSESSION 2002**

<table>
<thead>
<tr>
<th>COURSE CODE</th>
<th>PN 5023 – HUMAN RESOURCE MANAGEMENT</th>
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<tbody>
<tr>
<td>DATE</td>
<td>12 MAY 2002</td>
</tr>
<tr>
<td>TIME</td>
<td>2.00 P.M – 5.00 P.M</td>
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<tr>
<td>PLACE</td>
<td>SEKOLAH SISWAZAH</td>
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**INSTRUCTIONS:**

1. Choose and Answer **FOUR (4) Questions Only**

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<td>MATRIX NO.</td>
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<td>I/C. NO</td>
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<tr>
<td>NAME OF LECTURER</td>
<td>PROF. DR. JUHARY HAJI ALI</td>
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**DO NOT TURN THE PAGES**  
**UNTIL YOU ARE INSTRUCTED TO DO SO.**
Master in Business Administration
PN 5023 Human Resource Management
Final Examination
50%

Date 12.5.2002
Time: 2.00-5.00 pm

Choose and answer 4 questions only

1. Discuss ways an HR department/HR manager can ensure its/his involvement with a firm’s strategic management process. (25 marks)

2. Why is job analysis important to line managers? (25 marks)

3. Traditional job interviews have demonstrated low validity in terms of predicting job performance. Describe how job interviews should be conducted in order to maximize their validity. (25 marks)

4. Discuss ways that training and development can help companies gain a competitive advantage. (25 marks)

5. Why performance management is one of the most problematic areas in HRM? (25 marks)

6. Discuss how national culture of Malaysia affects human resource management practices. (25 marks)

7. Explain briefly the following strategic issues in compensation:
a. Equitable pay
b. Job-based pay
c. Person-based pay
d. Job evaluation
e. Non-financial compensation (25 marks)