



**PENINSULA**  
**COLLEGE**  
GEORGETOWN DK266-03(P)

## FINAL EXAMINATION

Semester	:	<b>JANUARY 2025 SEMESTER</b>
Programme Name	:	<b>DIPLOMA IN BUSINESS STUDIES DIPLOMA IN TRAVEL AND TOURISM MANAGEMENT</b>
Course Code & Name	:	<b>DBHR4013 HUMAN RESOURCE MANAGEMENT TTM1233 INTRODUCTION TO HUMAN RESOURCE MANAGEMENT</b>
Duration	:	<b>3 HOURS</b>

### INSTRUCTIONS TO CANDIDATES:

1. Please read the instructions given in the question paper **CAREFULLY**.
2. The question paper consists of **FOUR (4)** questions.
3. Answer **ALL** questions in the question paper.
4. Answers to the questions are to be written into the examination booklet.
5. Electronic dictionaries, lecture notes, files or any unauthorised materials except writing equipment are strictly prohibited.

This question paper must be submitted along with all used and/or unused rough papers and/ or graph papers (if any). Candidates are **NOT ALLOWED** to take any examination paper(s) used or unused out of the examination hall.

### WARNING:

The Examination Board of Peninsula College Georgetown regards cheating as a very serious offence and will not hesitate to mete out the appropriate punitive actions according to the severity of the offence committed, and in accordance with the clauses stipulated in the Students' Handbook, up to and including expulsion from Peninsula College Georgetown.

*(This booklet contains 2 printed pages including this page)*

**DO NOT OPEN THIS BOOKLET UNTIL YOU ARE ALLOWED TO DO SO**

Answer **ALL** questions on the separate sheet provided.

**[100 marks]**

1. a) Explain **FOUR (4)** roles of performance appraisal in HRM. (10 marks)
  
- b) Briefly describe **FIVE (5)** process that involved in performance appraisal. (10 marks)
  
- c) If an employee consistently scores low in their performance appraisal, list **FIVE (5)** steps to be taken by HR. (5 marks)

Total: [25 marks]

  
2. a) Explain **THREE (3)** roles of career development and support your answer with relevant examples. (9 marks)
  
- b) Briefly discuss **FOUR (4)** characteristics of career planning. (8 marks)
  
- c) Briefly explain each of the **FOUR (4)** components (Strengths, Weaknesses, Opportunities, and Threats) that contribute to an individual's career development. (8 marks)

Total: [25 marks]

  
3. a) Explain the concept of equity in compensation. (2 marks)
  
- b) Discuss **TWO (2)** different types of equity in remuneration systems. Support with one example for each. (8 marks)
  
- c) Wages are typically determined by an organization. Explain **FIVE (5)** factors that influence wage determination in an organization, support with an example. (15 marks)

Total: [25 marks]

  
4. a) Explain **FIVE (5)** reasons that motivate workers to become union members. Support your answer with an example for each. (15 marks)
  
- b) Explain **FOUR (4)** different types of trade unions, support with an example. (10 marks)

Total: [25 marks]

**- END OF QUESTIONS -**