



**UNIVERSITI KUALA LUMPUR
BUSINESS SCHOOL**

**FINAL EXAMINATION
OCTOBER 2024 SEMESTER**

COURSE CODE : EAB21603
COURSE NAME : HUMAN CAPITAL MANAGEMENT
PROGRAMME NAME : BACHELOR IN ACCOUNTING (HONS)
DATE : 14 FEBRUARY 2025
TIME : 3.00 PM – 6.00 PM
DURATION : 3 HOURS

INSTRUCTIONS TO CANDIDATES

1. Please **CAREFULLY** read the instructions given in the question paper.
2. This question paper has information printed on both sides of the paper.
3. This question paper consists of **ONE (1) Section; Section A.**
4. Answer **ALL** questions in **Section A.**
5. Please write your answers on the answer booklet provided.
6. All questions must be answered in **English** (any other language is not allowed).
7. This question paper must not be removed from the examination hall.

THERE ARE ONE (1) PAGES OF QUESTIONS, EXCLUDING THIS PAGE.

SECTION A (Total: 100 marks)**INSTRUCTION: Answer ALL questions.****Please use the answer booklet provided.****Question 1**

Organizational expansion always creating new vacancies and open doors for internal recruitment. Analyse the benefits of giving a job promotion to existing employees within the organization.

(25 marks)

Question 2

Unresolved grievances can have significant effects on organizations. Discuss how unresolved issues can lead to serious challenges within an organization, using appropriate examples to illustrate your points.

(25 marks)

Question 3

Performance appraisal should be a future-oriented activity that provides workers with useful feedback and coaches them to higher levels of performance. Analyze the challenges managers face in ensuring accurate performance measurement and provide examples to support your analysis.

(25 marks)

Question 4

To fully capitalize on the benefits of training, managers must closely oversee the process. Assess the necessary steps for organizing training in an effective and systematic manner.

(25 marks)

END OF EXAMINATION PAPER