



UNIVERSITI KUALA LUMPUR BUSINESS SCHOOL

FINAL EXAMINATION MARCH 2025 SEMESTER

COURSE CODE	: EAB21603
COURSE NAME	: HUMAN CAPITAL MANAGEMENT
PROGRAMME NAME	: BACHELOR IN ACCOUNTING (HONS)
DATE	: 2 JULY 2025
TIME	: 9.00 AM – 12.00 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 **FIVE (5) Questions**.
4. Answer **FOUR (4)** questions **ONLY**.
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 TWO (2) PAGES OF QUESTIONS, EXCLUDING THIS PAGE.

SECTION A (Total: 100 marks)

Answer FOUR (4) questions.

Please use the answer booklet provided.

Question 1

Many organizations have begun adopting the flexible benefits scheme, also referred to as the cafeteria scheme. What do you understand with flexible benefits scheme? Describe FOUR (4) benefits that may result from implementing a flexible benefits scheme.

(25 marks)

Question 2

According to the Occupational Safety and Health Act 1994, every organization employing more than five workers is legally required to draft, communicate, and periodically revise a safety policy. What is safety policy in organization? Give FOUR (4) reasons why it is important to regularly revising occupational safety and health (OSH) policies within organizations.

(25 marks)

Question 3

An increasing number of Malaysian companies are assigning their employees to work abroad. Explain FIVE (5) typical human resource challenges involved in managing these overseas assignments?

(25 marks)

Question 4

One of sources for an organization to acquired talent is through an external recruitment. Discuss advantages and disadvantages of employing external recruitment.

(25 marks)

Question 5

Why is shift work one of the most common work schedules? Discuss FOUR (4) typical challenges employees face when working in shifts.

(25 marks)

END OF EXAMINATION PAPER