



**UNIVERSITI KUALA LUMPUR
BUSINESS SCHOOL**

**FINAL EXAMINATION
JULY 2025 SEMESTER**

COURSE CODE : EAB21603
COURSE NAME : HUMAN CAPITAL MANAGEMENT
PROGRAMME NAME : BACHELOR OF ACCOUNTING (HONS)
(FOR MPU: PROGRAMME LEVEL)
DATE : 18 SEPTEMBER 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 **ONE** section.
4. Section A consist of **FIVE** questions, Answer **FOUR (4)** questions only.
5. All questions must be answered in **English** (any other language is not allowed).
6. Please write your answer on th answer booklet provided.
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

What is external recruitment? Describe **TWO (2)** external recruitment sources and explain their advantages.

(25 marks)

Question 2

Explain **TWO (2)** objectives of Training Needs Analysis (TNA). Describe the **THREE (3)** levels of TNA in organizations.

(25 marks)

Question 3

Define succession planning. Describe **FOUR (4)** benefits of succession planning for organizations.

(25 marks)

Question 4

Describe the statutory and non-statutory employee benefits in Malaysia. Provide at least **FOUR (4)** statutory benefits and four (4) non-statutory benefits commonly practiced in Malaysian organizations.

(25 marks)

Question 5

Discuss **FIVE (5)** external factors that influence wage determination in organizations. Provide examples for each factor.

(25 marks)

END OF EXAMINATION PAPER

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