



UNIVERSITI KUALA LUMPUR
BUSINESS SCHOOL

**FINAL EXAMINATION
OCTOBER 2025 SEMESTER**

COURSE CODE : EAB21603
COURSE TITLE : HUMAN CAPITAL MANAGEMENT
PROGRAMME NAME : BACHELOR OF ACCOUNTING

DATE : 23 JANUARY 2026
TIME : 03:00PM - 06:00PM
DURATION : 3 HOURS

INSTRUCTIONS TO CANDIDATES

1. Please read the instructions given in the question paper CAREFULLY.
2. This question paper is printed on both sides of the paper.
3. This question paper consist of ONE sections.
4. Section A consist of five questions. Answer FOUR (4) questions only.
5. Please write your answer on the answer booklet provided.
6. Please answer all questions in English only.
7. Refer to the attached Formula/ Appendies. *Tick if applicable*

THERE ARE 3 PAGES OF QUESTIONS INCLUDING THIS PAGE

SECTION A (Total: 100 marks)

Answer FOUR (4) questions.

Please use the answer booklet provided.

Question 1

Evaluate the purpose of performance appraisal in HRM. Give **TWO (2)** advantages and **TWO (2)** disadvantages for both employees and organizations..

(25 marks)

Question 2

Define Quality Control Circles (QCC). Explain **FOUR (4)** ways how QCCs contribute to continuous improvement in organizations.

(25 marks)

Question 3

Explain the objectives of occupational health and safety programs. Describe **THREE (3)** ways HR managers can ensure workplace safety.

(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

Explain the training process that are conducted in an organization. List **THREE (3)** consequences if a company does not train its employees.

(25 marks)

END OF EXAMINATION PAPER

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