

**Final Examination**

**Name:**

**Date** December 5-17, 2016  
**Lecturer** Dr. Samuel Prasetya  
**Fac./Study Prg.** Business & Social Sciences/IBA & MGT  
**Semester/Year** 3/2016  
**Time** 100 minutes

Score :

**Human Resources Management**

**I. Examination Conditions (completed by the lecturer with check "v")**

No.	Condition	Completed by the lecturer with "v"		Remark (Completed by the lecturer)
		Allowed	Not Allowed	
1.	Using Open Book		X	
2	Using Laptop		X	
<b>3</b>	<b>Using Cheat Sheet</b>	<b>X</b>		<b>A-4 sized paper, double-sided &amp; need to be stamped first prior to the final exam day</b>
4	Using Calculator		X	
5	Using Pencil		X	
6	Using Pen	X		
7	Students may not remove the staples from the exam materials.			

**II. Examination Regulation**

Cheating or dishonest conduct

- a. Cheating or dishonest conduct are strictly prohibited.
- b. Students found cheating or showing dishonest conduct will be failed in the respective subject.
- c. Students have to retake the course for the respective subject completely.
- d. The invigilator has the right to judge cheating or dishonest conduct based upon objective evidence.

Leaving the room during the exam

- a. Leaving the exam to go to the toilet must be avoided as much as possible.
- b. In case it happens, the invigilator must escort the student to the toilet.
- c. Students may leave the room if they have finished the exam without disturbing others.

Dress code

- a. Students have to dress appropriately.
- b. Sandals, shortpants or inappropriate dress are not allowed in the examination room.

This examination material has been verified by:

Date:

*Samuel Prasetya*  
 Nov 23, 2016

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1. **(40 points: 5 points for each)** For a new organization, IULI may not be strongly emphasizing on **employee training and development**. In your opinion, what would be the positive and negative impacts to employees and organizational performance in the next 5 years? Please provide 2 examples for each.

	Positive Impacts	Negative Impacts
<b>Individual Employees</b>		
<b>Organizational Performance</b>		

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2. **(30 points: 5 points for each column)** Using the following table, for a new organization, such as IULI, please kindly provide the necessary information by following the table below to appropriately address your answers.
- a. In your opinion, what would be the **job descriptions** for lecturers and those who hold the structural positions at IULI?
  - b. In your opinion, what would be the **job specifications** for lecturers and those who hold the structural positions at IULI?
  - c. In your opinion, what would be the **performance measurements** for lecturers and those who hold the structural positions at IULI?

Types	Job Descriptions	Job Specifications	Performance Measurements
<p><b>Lecturers (excluding the Rector, Vice Rectors, Deans &amp; Department Heads)</b></p>			
<p><b>Rector, Vice Rector, Deans &amp; Department Heads</b></p>			

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3. **(30 points)** Referring to the above performance measurements for lecturers and those who hold structural positions at IULI, in your opinion, how would you intend to design the wages and salaries? Please be sure to include the underlying reasons on **job structure, pay level & pay structure**, including the necessary calculations & assumptions, whenever necessary.

Job Structure	Pay Level	Pay Structure
<p>Lecturers (excluding the Rector, Vice Rectors, Deans &amp; Department Heads)</p>		
<p>Rector, Vice Rector, Deans &amp; Department Heads</p>		