ARHOLIADAU 2025-2026

Ysgol Fusnes Aberystwyth

CB25420: Rheolaeth Adnoddau Dynol

Amser: **2 AWR.**

Atebwch DDAU gwestiwn

MAE MODD I FYFYRWYR GYFLWYNO ATEBION I'R PAPUR HWN NAILL AI YN Y GYMRAEG NEU'R SAESNEG

Ar ôl eistedd, DIM OND tudalen flaen y llyfr(au) atebion a'r papur presenoldeb y mae myfyrwyr yn cael eu llenwi.

PEIDIWCH Â THROI'R PAPUR ARHOLIAD DROSODD TAN Y DYWEDIR WRTHYCH AM WNEUD HYNNY.

1. Pam y gallai sefydliadau ddewis dilyn strategaeth ragweithiol tuag at Gyfrifoldeb Cymdeithasol Corfforaethol (CSR); a thrwy hynny gyflawni cyfrifoldebau economaidd, cyfreithiol, moesegol a dewisol? Darparwch enghreifftiau i gefnogi eich ateb.

[50%]

2. Ai canolfannau asesu yw'r ffordd orau o recriwtio a chadw staff talentog? Darparwch enghreifftiau i gefnogi eich ateb.

[50%]

3. Mae hunan-wireddu yn y gweithle yn ddelfryd (ideal) nid yn realiti oherwydd ni fydd gweithwyr byth yn cyflawni eu potensial llawn. Ydych chi'n cytuno â'r datganiad hwn? Darparwch enghreifftiau i gefnogi eich ateb.

[50%]

4. Amlinellwch y gwahaniaethau rhwng buddiannau rhanddeiliaid a chyfranddalwyr o fewn sefydliad a disgrifiwch ffyrdd y gall sefydliad gynnal cydbwysedd rhyngddynt.

[50%]

5. Mae Deallusrwydd Artiffisial (AI) yn brin o'r reddf (intuition) a'r deallusrwydd emosiynol sydd eu hangen i arwain sefydliadau. Ydych chi'n cytuno â'r datganiad hwn? Darparwch enghreifftiau i gefnogi eich ateb.

[50%]

DIWEDD Y PAPUR

EXAMINATIONS 2025-2026

Aberystwyth University Business School

AB25420: Human Resource Management

Time allowed: **2 HOURS.**

Answer TWO questions

STUDENTS MAY SUBMIT ANSWERS TO THIS PAPER IN EITHER WELSH OR ENGLISH

Once seated, students may complete the front cover of the answer book(s) and the attendance slip ONLY.

DO NOT TURN THE EXAMINATION QUESTION PAPER OVER UNTIL INSTRUCTED TO DO SO.

1. Why might organisations choose to follow a proactive strategy towards Corporate Social Responsibility; thereby meeting economic, legal, ethical and discretionary responsibilities? Provide examples to illustrate your answer.

[50%]

2. Are assessment centres the best way to recruit and retain talented staff? Provide examples to illustrate your answer?

[50%]

3. Self- actualisation in the workplace is an ideal not a reality because employees will never achieve their full potential. Do you agree with this statement? Use examples to illustrate your answer.

[50%]

4. Outline the differences between stakeholder and shareholder interests within an organisation and describe ways in which an organisation may maintain a balance between these.

[50%]

5. AI lacks both the intuition and emotional intelligence needed to lead organisations. Do you agree with this statement? Use examples to illustrate your answer.

[50%]

END OF PAPER