

THE OPEN UNIVERSITY OF SRI LANKA
COMMONWEALTH EXECUTIVE MASTER OF BUSINESS/PUBLIC
ADMINISTRATION
FINAL EXAMINATION – APRIL 2021
MCP1603/MSP9403 - MANAGING HUMAN RESOURCES
DURATION: 03 HOURS



041

Date: 10 APRIL 2021

Time: 9.30a.m. to 12.30p.m.

No. of Questions: 06

No. of Pages: 02

Instructions: Answer any Five (05) questions. All questions carry equal marks.
Please note that illegible hand writing will result in loss of marks.

- [1]. “The evolution of HRM has been made through several stages and with the influences of a number of forces and factors. HRM has emerged as a major function in enterprises and organisations. It is the focus for concerning the nature of the environment”.
Critically analysis the above statement with suitable examples. (20 marks)
- [2]. (a) “Job Analysis becomes a fruitless exercise in a world where the job is changing continuously”. Critically evaluate the above statement. What are the solutions for it?
(10 marks)
- (b) Define Human Resource Planning and describe its characteristics and objectives.
Explain the reasons for the growing interest in HRP in recent years. (10 marks)
- [3]. Management development prepares employees for future jobs by imparting knowledge, changing attitude, and developing skills. Explain how objectives of management development programme could be achieved, and describe the pros and cons of the management development methods. (20 marks)
- [4]. Performance management includes practices through which the manager defines the employee’s goals and work, develop employee’s capabilities and evaluates and rewards. Discuss pros and cons of performance appraisal methods, and what type of performance appraisal system would you develop for Sri Lankan organizations?
(20 marks)

[5]. Talent Management is the sum of an integrated set of activities to ensure that the organization attracts, retains, motivates and develops the talented people it needs now as well as in the future. The aim is to secure the flow of talent, bearing in mind that talent is a major corporate resource.

“With the COVID 19, we had experiences of turmoil created in the job market such as retrenchments and severance of employment contracts. In this scenario the importance of talent management is declining”.

As a Human Resource Manager in a reputed company, critically evaluate the above statement.

(20 marks)

[6]. Write short notes on any **Four (04)** of the following.

- a. Workforce Diversity
- b. Corporate Social Responsibility
- c. Coaching and Mentoring
- d. Equality and Equity

(4x5=20 marks)

All copyright reserved.