

THE OPEN UNIVERSITY OF SRI LANKA
MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE
MANAGEMENT
FINAL EXAMINATION –MAY 2022
HRPA445/MSPA445/MCP2136 –STRATEGIC HUMAN RESOURCE MANAGEMENT
DURATION: 03 HOURS



Date: 07 MAY 2022

Time: 01.30p.m. to 04.30p.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]. What you meant by Strategic Human Resource Management explain why Strategic Human Resource Management is important in the present context by using suitable examples from Sri Lankan context. In what type of organizations might still to be transformed from traditional human resource practices to SHRM practices in Sri Lanka.

(20 marks)

[2]. Strategic implementation of HRM is work force utilization and employment practices. Taking into consideration these concepts, there is a set of best HR utilization and practices and adopting them will inevitably lead to superior organizational performance. Describe how the human resource and managerial environments of an organization in the twenty-first century differ from the same environments in the 1970s. Try to explain these differences with respect to the effects of technology, organizational structure, worker values, managerial trends, demographic trends, and trends in the utilization of human resources.

(20 marks)

[3]. What are the key dimensions of a talent management strategy? Using relevant examples, explain how talent management strategy is important to achieve sustainable competitive advantage in a Sri Lankan organization.

(20 marks)

[4]. The performance impact of human resource practices is a strategic control process, a series of elements that go into strategic control of employees. The process of strategic control of HR is a continuous process. what are the key dimensions of a performance management system? And explain how strategically oriented performance management system is important for the implementation of SHRM practice in an organization.

(20 marks)

[5]. Innovation can be a nebulous goal, yet it is crucial for business success. If you are not innovating, you are stagnating, unlocking innovation represents a powerful opportunity for HR to contribute to and even drive an organization's competitiveness. Briefly describe how Human Resource Innovation can be used for the long-term success of an organization with suitable examples.

(20 marks)

[6]. Write short notes on the following

- a. Human Capital Management
- b. Organizational Effectiveness
- c. An Aging Workforce
- d. Employee Diversity

(4x5=20 marks)

- All copyright reserved-