

**THE OPEN UNIVERSITY OF SRI LANKA
 FACULTY OF MANAGEMENT STUDIES
 MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE
 MANAGEMENT
 FINAL EXAMINATION – APRIL 2022
 HRP441 – CONTEMPORARY HUMAN RESOURCE MANAGEMENT
 DURATION: THREE (03) HOURS**



Date: 03 APRIL 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]. a). Describe changes in the world of work and examine how these changes may be impacting on the role of HR practitioners and line managers with HR responsibilities. **(12 marks)**
 b). Evaluate the contemporary human resource management trends. **(08 marks)**
- [2]. Diversity management makes everyone more aware of and sensitive to the needs and differences of others. This highlights the fact that diversity programs include and are meant for everyone. Diversity is much more likely to be successful when we see it as everyone's business than if we believe it helps only certain groups of employees. Explain how job experiences can be used for development of effective diversity programs. **(20 marks)**
- [3]. Sri Lankan government conducts a Management Trainee Program for unemployed graduates with the purpose to select, train and develop a high-potential pool of talent into future leaders and fore-runners of the government organizations. Critically analyze several inherent problems that face the successful implementation of the training program under the frameworks of various theories of organizational management. **(20 marks)**
- [4]. Balancing work and life is an on-going challenge. Your goals and challenges are constantly changing, so your approach to juggling it all needs to be just as dynamic. Innovative thinking and vision have helped you succeed—let your drive and creativity positively impact your personal life as well. Our health can suffer from stress, being overwhelmed and not taking care of ourselves. Explain the importance of work life balance with your own experience on work-life balance. **(20 marks)**

- [5]. a). Describe the process of Talent management citing appropriate examples to highlight the implementability of each step in the said process. **(10 marks)**
- b). The acquisition, development and the retention of right talent are the key challenges in the contemporary HR Managers face in the present-day organizations. Propose a set of strategies to retain right talent in an organization. **(10 marks)**
- [6]. Write short notes on the following
- a. Work ethics
 - b. Succession Plan
 - c. Inclusion vs. Diversity
 - d. Cultural Diversity

(4x5=20 marks)

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