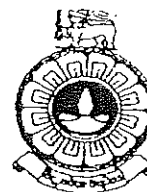


THE OPEN UNIVERSITY OF SRI LANKA
 FACULTY OF MANAGEMENT STUDIES
 MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE
 MANAGEMENT
 FINAL EXAMINATION –MAY 2023
 HRPA441 – CONTEMPORARY HUMAN RESOURCE MANAGEMENT
 DURATION: THREE (03) HOURS



Date: 10 May 2023

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 handwriting will result in loss of marks.

- [1]. As difficult to get modern managers in industrial organizations to implement sound management theories and translate them into practice. However, if we stick to the principle-based management approach, we might be more able to balance the needs of adding value and enhancing organizational performance and the needs of up-holding ethical standards and caring for employees and their families and communities, and work for the good of the wider society.

Describe changes in the world and discuss the current trends of contemporary human resource management practices. (20 marks)

- [2]. Fostering an inclusive and diverse workplace can impact the business' profitability and growth. Discuss specific areas where inclusion and diversity can have a direct impact to the organization.

Explain how you overcome these and creating an environment where people are valued, feel valued and are able to achieve and contribute to their full potential. (20 marks)

- [3]. Nowadays people are becoming more aware of the importance of Work Life Balance. Thus, both parties need to negotiate a path towards balance to make successful journey. WLB as a fruitful condition when there are no conflicts or interferences between work and family/personal life. This means that an individual can perform their job-related duties and matters of personal life without facing conflicts.

Discuss the importance of work life balance for both employees and organizations. (20 marks)

[4]. Analyze the ten HR competencies required by HR professionals and comment on how they can be developed. To what extent does the specific organizational role of the HR practitioner determine the mix of competencies required? Illustrate your answer with practical examples. (20 marks)

[5]. Sri Lanka's economic meltdown has prompted a mass exodus of skilled workers and professionals are leaving the country via legal and illegal channels. There is a concern that the migration of Sri Lankans to other countries, particularly that of professionals, will cause a severe brain-drain in the nation.

Discuss the impact of brain-drain on Sri Lankan economy and its wellbeing, citing appropriate examples.

(20 marks)

[6]. Write short notes on the following.

- a. Talent Management
- b. Workforce Planning
- c. Workplace Flexibility
- d. Equal Opportunities

(4x5=20 marks)

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