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THE OPEN UNIVERSITY OF SRI LANKA
FACULTY OF MANAGEMENT STUDIES
MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE
MANAGEMENT
FINAL EXAMINATION – AUGUST 2024
HRPA441 – CONTEMPORARY HUMAN RESOURCE MANAGEMENT
DURATION: THREE (03) HOURS



Date: 11 August 2024

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] Knowledge Management is the systematic process of creating, sharing, using, and managing the knowledge and information of an organization. It encompasses strategies and practices used to identify, create, represent, distribute, and enable the adoption of insights and experiences. By integrating knowledge management into HRM, organizations can enhance their overall efficiency, innovation, and employee satisfaction, leading to sustained competitive advantage.
- (a) Discuss the Knowledge management practices in the HRM. (10 Marks)
- (b) Explain how does this shift influences organizational performance and competitive advantage? (10 marks)
- [2] Organizations can create a more dynamic, innovative, and supportive workplace that benefits all employees and contributes to overall organizational success through diversity and inclusion practices.
- (a) Analyze the role of HRM in promoting diversity, equity, and inclusion. (10 marks)
- (b) How can organizations can create a more inclusive and equitable workplace? (10 marks)
- [3] (a) Discuss the impact of work-life balance on employee productivity and job satisfaction. What are the potential consequences of poor work-life balance for both employees and organizations? (08 marks)
- (b) Explain the concept of work-life integration and how it differs from work-life balance. What are the advantages and disadvantages of pursuing work-life integration over traditional work-life balance? (12 marks)
- [4] (a) Examine the implications of remote work for HRM. How can HR professionals support remote employees and ensure productivity? (10 marks)
- (c) Discuss the importance of managing employee well-being and mental health. What strategies can HRM implement to support employee well-being? (10 marks)

- [5] Sri Lanka has identified as Knowledge hub in region and Sri Lankan education system and policy shown progress in developing talent pool. There is a concern that the migration of Sri Lankans talent to other countries, particularly that of professionals, will bring foreign earning into the nation.

Discuss the impact of talent migration and Sri Lankan education system in future, citing appropriate examples. (20 marks)

- [6] Write short notes on the following.

- a. Diverse Workplace
- b. Knowledge Workers
- c. Artificial Intelligence in HR
- d. E-Performance Management

(4x5=20 marks)

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