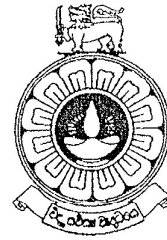


THE OPEN UNIVERSITY OF SRI LANKA
 FACULTY OF MANAGEMENT STUDIES
 MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE
 MANAGEMENT
 FINAL EXAMINATION- JUNE 2025
 HRPA441 – CONTEMPORARY HUMAN RESOURCE MANAGEMENT
 DURATION: THREE (03) HOURS



Date: 14 JUNE 2025

Time: 01.30 p.m. - 04.30 p.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. Maintaining a healthy work-life balance is an ongoing challenge, especially as personal goals and professional demands continue to evolve. Just as innovative thinking and vision contribute to your success at work, the same mindset can be used to enhance your personal well-being. Chronic stress, burnout, and neglecting self-care can have serious effects on both individual employee and organization.

Discuss the importance of work-life balance from the perspectives of both the employee and the organization. Your response should include at least five key points. (20 marks)

2. In today's competitive global landscape, businesses are investing significant efforts to stand out as the preferred choice among consumers. Gaining and maintaining a competitive advantage is therefore vital for long-term success.

Identify the primary source of competitive advantage and explain its significance in achieving sustainable competitiveness. Support your answer with relevant business examples that illustrate how this advantage can be developed and sustained over time. (20 marks)

3. "Businesses have responsibilities not only to their customers but also to their employees."

Discuss the Corporate Social Responsibilities (CSR) that organizations have towards their employees. Explain the potential consequences of neglecting these responsibilities citing appropriate examples. (20 marks)

4. Building an inclusive and diverse workforce is not just a moral imperative but also a strategic advantage that can positively influence business performance and growth.
- Identify and elaborate at least three specific areas where implementation of diversity and inclusion practices can have a direct and measurable impact on an organization. Provide real world examples to support your answer. (15 marks)
 - Explain what strategies organizations can adopt in addressing challenges related to diversity and inclusion while creating a culture where individuals are respected, feel valued, and are empowered to reach their full potential. (05 marks)

5. Sri Lanka is facing a significant challenge in attracting and retaining skilled professionals, as a growing number of talented individuals seek better opportunities abroad. This brain drain has intensified competition among organizations to secure and retain top talent. In response, many businesses are adopting innovative employee reward systems to enhance employee satisfaction and loyalty.

Explain how organizations in Sri Lanka can address the challenge of talent migration by implementing modern and innovative employee reward systems (Provide at least two examples) and critically evaluate the consequences of such rewards. (20 marks)

6. Write short notes on the following
- Succession Plan
 - Cultural Diversity
 - Talent Management
 - Equal Opportunities

(4x5=20 marks)

- All copyright reserved-