

THE OPEN UNIVERSITY OF SRI LANKA  
 COMMONWEALTH EXECUTIVE MASTER OF BUSINESS/PUBLIC  
 ADMINISTRATION  
 FINAL EXAMINATION – APRIL 2006  
 MCP 1603 – MANAGING HUMAN RESOURCES  
 DURATION : THREE (03) HOURS



Date: 23<sup>rd</sup> April, 2006

Time: 1.30 p.m. 4.30 p.m.

Answer any five (5) questions. All questions carry equal marks.

01. "Human Resource Management should strategically be geared to achieve Corporate Objectives of an Organisation". Critically review this Statement with reference to the Key Result Areas of Human Resource Management. (20 marks)
02. a. Explain the main stages of the Manpower Planning Process. (10 marks)  
 b. Explain how an Employee Orientation Programme could be organized. (10 marks)
03. "Interview method adopted in a Selection Process may be highly subjective in nature". Review this statement indicating measures to be taken to minimize the subjectivity. (20 marks)
04. What in your opinion are the barriers to learning and development of the adult learner? Explain how the effect of those barriers can be minimized. (20 marks)
05. "The training and Development of employees enhances competitive advantage in a Business Environment". Discuss this Statement with practical examples. (20 marks)
06. What are the advantages and disadvantages of the Employee Performance Management System based on Objective (Target) Setting? (20 marks)

07. The Chief Executive Officer of your Organization requests you as the Human Resource Manager to introduce an Incentive Scheme to Factory employees. Describe as to how you would approach and implement such a Scheme. (20 marks)
08. "Job Evaluation is a systematic assessment of relative worth of a job". Explain this statement indicating how job Evaluation is carried out using the point system. (20 marks)
09. Explain how the constructive approach to the maintenance of discipline differs, from that of the punitive approach? (20 marks)
10. Employees of your organization have recently joined a radical Trade Union and it has submitted a list of demands on behalf of employees. As the human Resource Manager, how would you approach this situation and also indicate what strategies you would adopt to manage this situation. (20 marks)

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