



00018

**THE OPEN UNIVERSITY OF SRI LANKA
COMMONWEALTH EXECUTIVE MASTER OF BUSINESS/PUBLIC
ADMINISTRATION
FINAL EXAMINATION - 2010/11
MCP 1603 - HUMAN RESOURCE MANAGEMENT
DURATION: THREE (03) HOURS**

Date: 14.12.2010

Time: 9.30 am - 12.30 pm

**Answer ONE (01) Question from Part A and THREE (03) Questions
from Part B**

Part A

01. As Silvia Federici argues "...the power differential between women and men in capitalist society cannot be attributed to the irrelevance of housework for capitalist accumulation- nor to the survival of timeless cultural schemes. Rather it should be interpreted as the effects of a social system of production that does not recognize the production and reproduction of the worker as a social-economic activity, and a source of capital accumulation, but mystifies it instead as a natural resource or a personal service, while profiting from the wageless condition of the labour involved" (2004:8).

Critically examine Federici's argument identifying the extent to which her views are reflective of the ways in which women engage in their productive and (re)productive labour roles within contemporary work organizations? Do you see such theorizations as having an impact on how "women's labour" is/or should be managed by HR practitioners?

(40 Marks)

02. "Training and development programmes are a fashionable feature in the modern corporate world. However, sometimes the participants of such programmes are not as enthusiastic about them as the designers. This may be a result of not focusing the training at needs of individual employees, use of outdate and unchallenging training methods and so on. In such a context training programmes may end up not only as a waste of

organizational resources but also as a possible dissatisfier and a stress factor”.

Critically analyze this statement in the light of underpinning theoretical notions *and* your experiences as a participant and/or designer of training and development programs in organizations.

(40 marks)

Part B

03. Interviewing is an important feature of any work organization in that it serves a variety of organizational purposes ranging from selection to performance appraisal to termination of employees. However, there are certain factors that work to undermine the usefulness of interviews in organizations.

Identify four such factors and briefly explain each, highlighting the possible ways in which they might affect the interviewing process.

(20 Marks)

04. Polygraph, Graphology, Antitheft Screening and Substance Abuse Screening are sometimes used by organizations to ‘test’ the suitability of potential employees. What sort of activities does each of these tests entail? Do you see such testing as ethically/legally problematic? Explain.

(20 Marks)

05. Explain what you understand by ‘Organizational Development’ (OD) and explain any four OD intervention techniques you know of.

(20 Marks)

06. “Even though still widely used by HR managers in appraising performance, ‘rating scales’ are susceptible to numerous appraisal related problems”.

Elaborate the above statement highlighting the problems associated with ‘rating scales’ and suggesting ways of overcoming them.

(20 Marks)

(All rights reserved)