

THE OPEN UNIVERSITY OF SRI LANKA  
 COMMONWEALTH EXECUTIVE MASTER OF BUSINESS/PUBLIC  
 ADMINISTRATION  
 FINAL EXAMINATION – NOVEMBER 2016  
 MCP1603- MANAGING HUMAN RESOURCES  
 DURATION: 03 HOURS



Date: 27 November 2016

Time: 1.30 a.m. to 4.30 p.m.

No. of Questions: 07

No. of Pages: 02

**Instructions:** Answer any Five (05) questions. All questions carry equal marks.  
 Please note that illegible hand writing will result in loss of marks.

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- [1]. Compare and contrast traditional human resource management and strategic human resource management using suitable example from a Sri Lankan context. In what type of Sri Lankan organizations would it still be appropriate to use traditional human resource practices?  
 (20 marks)
- [2]. Human resource management is a part of every manager's responsibility. These responsibilities include placing the right person at the right time in the right job, and improving performance. Explain why is it important for companies today to make their human resources into a competitive advantage? Explain how HR can contribute to doing this?  
 (20 marks)
- [3]. Explain how and why human resource management practices in Small and Medium enterprises differ from large firms? As a human resource consultant, describe with examples how you would a start-up, a human resource system for a new small business.  
 (20 marks)
- [4]. Management development prepares employees for future jobs by imparting knowledge, changing attitude, and developing skills. Explain how objectives of management development programmes could be achieved, and describe the pros and cons of management development methods.  
 (20 marks)

- [5]. Performance management includes practices through which the manager defines the employee's goals and work, develop employee's capabilities and evaluates and rewards. Discuss pros and cons of performance appraisal methods. What type of performance appraisal system would you develop for Sri Lankan organizations?
- (20 marks)
- [6]. As a Human Resource Manager in a multinational company, you have been asked to design a reward system for the company. Describe how you would go about developing this plan. What are the preliminary information that you would need?
- (20 marks)
- [7]. Write short notes on any **Four(04)** of the following
- a. Corporate Social Responsibility
  - b. Organizational Commitment
  - c. Human Resource Development Audit
  - d. Coaching and Mentoring
  - e. Equality and Equity
- (4x5=20 marks)

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