

The Open University of Sri Lanka
Master of Business Administration in Human Resource Management
Final Examination - December 2010
MCP 2137 – Human Resource Development
Duration – 03 Hours



Date: 18.12.2010

Time: 9.30 am – 12.30 pm

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

Time: Three hours

- (1) “Competitive advantage of a firm depends on the competencies of its people” Explain the importance of human resource development in the light of the above statement.
- (2) Modern organizations are run by empowered employees. Explain how a strategy of employee empowerment can be designed and implemented with the aid of HRD. Use relevant local and foreign examples to illustrate your point.
- (3) What is the relationship between human resource management and human resource development? Discuss the role ‘line managers’ play in both these spheres.
- (4) An organization’s learning curve represents the sum total of learning of its members which enhances the capacity of an organization to adapt to changing environment. Discuss.
- (5) A firm currently involved in agribusiness is planning to invest in hotel and tourism industry in the Eastern province. The company has also successfully negotiated a foreign partnership for this new project. Assuming that you are the HRD Manager of this company, explain what steps you intend taking to mobilize the required human resources for the new business venture, which is scheduled to commence within two years.
- (6) Critically assess the role of the Training Manager of a group of diversified companies in building and developing employees’ capacity to take up future responsibilities.
- (7) It is believed that strategic objectives determine the content of learning and training in those organizations that operate in dynamic environments. Examine the role of the top management and the HR professionals pertaining to alignment of strategic objectives and training and developing activities.
- (8) What is the relationship between knowledge management and human resources development? Illustrate your answer with reference to the concept of core competencies.