

The Open University of Sri Lanka
Master of Business Administration in Human Resource Management 2009-2011
Final Examination 2012 – Semester I
MCP2251- Current Issues in Human Resource Management
Duration – 03 Hours



Date 07th January 2011

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

Instructions: Answer any five (05) questions. Numbering of the answers in your answer script should follow the numbers assigned to the questions in the paper. Illegible hand writing is liable to lose marks.

1. By 2031, one in every five persons in Sri Lanka will be 60 years of age or over and the present aged population of 2 million is expected to double in 20 years.

(a) What implications would the above have on HRM and productivity?

(10 marks)

(b) What are your suggestions to address some of the implications of an aging work force?

(10 marks)

2. (a) In your view what are the most critical HR challenges faced by multinational corporations today, and why?

(10 marks)

(c) Explain how you would go about in your capacity as an HR Manager, in overcoming such challenges while continuing to deliver value to business.

(10 marks)

3. (a) Explain the concept of 'core competence' and its rationale taking examples from business and elaborate why it is central to sustainable competitiveness.

(10 marks)

(b) Elaborate with examples how you as an HR Manager would build core competencies in your organization focusing on the future.

(10 marks)

4. The challenge of attraction and retention of competent employees has made it necessary for business organizations to introduce new employee reward systems. Give some examples of new reward systems and discuss their merits and demerits.

(20 marks)

5. A valid study of your organization's professionals reveals the following: almost everyone has a high growth need strength and experienced meaningfulness of the work, experienced responsibility for outcomes of the work and the need for feedback on the actual results of the work activities. Explain how would you go about in redesigning the jobs of the professionals in this context?

(20 marks)

6. It has been argued in the recent literature that if an organization has employees of 'good personal quality', it is indeed possible to achieve higher level of organizational success. Thus, development and enhancement of good personal quality among employees has become an indispensable task of the current HR professionals. Discuss

(20 marks)

7. (a) What are the reasons for multiplicity of trade unions in Sri Lanka?

(08 marks)

- (b) "The workplace is an important arena for sex inequality in our society".

Explain with suitable examples the four types of sex inequality at workplace.

(12 marks)

8. (a) "Tangible employment action is one specific area of harassment" Explain the above statement with suitable examples.

(08 marks)

- (b) Why do employees hesitate to report discrimination, work place harassment and sexual harassment? What action HR managers could take to change the existing situation?

(12 marks)

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