

The Open University of Sri Lanka
MASTER OF BUSINESS ADMINISTRATION IN HRM
Final Examination -2015
MCP2136 –Strategic Human Resource Management
Duration: 03 Hours



Date: 29 December 2015

Time: 9.30 a.m. to 12.30 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.

- [1]. “Strategic Human Resource Management makes a major contribution to the successful attainment of an organization’s objectives and investment in it benefits all the stake holders of an organization”.

Explain why Strategic Human Resource Management is important in line with the above statement.

- [2]. Strategic HRM is underpinned by three concepts, namely the resource-based view, strategic fit and strategic flexibility. Taking into consideration these three concepts, there is a set of best HRM practices and adopting them will inevitably lead to superior organizational performance.

Explain the above statement. Use suitable examples to enhance your answer.

- [3]. The strategic role of HR Directors is to promote the achievement of the organization’s business goals. Assume you are a HR Director and discuss how you should carry out this role in practice. Use practical examples to illustrate your answer.

- [4]. Training and development is a process, a series of elements that go into training and development of employees. The process of training and development is difficult to observe when it is happening.

Briefly discuss the factors involved in the training and development process with suitable examples.

- [5]. What are the key dimensions of a talent management strategy? Using relevant examples, explain how talent management strategy is important to achieve sustainable competitive advantage in a Sri Lankan organization.
- [6]. HR strategies are perfectly placed to develop and sustain the kind of innovative cultural transformation required. Cultural change is needed to build innovation into the way people at all levels think and work every day. Describe how Human Resource Innovation can be used for the long term success of an organization.
- [7]. Write short notes on any **Four** (04) of the following
- a. Management Development
 - b. Poor Performance
 - c. Human Capital Management
 - d. Organizational Effectiveness
 - e. Personnel Development Plan

- All copyright reserved-