

THE OPEN UNIVERSITY OF SRI LANKA
MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCES
MANAGEMENT
FINAL EXAMINATION – 2015 – SEMESTER I
MCP 2251 – CURRENT ISSUES IN HUMAN RESOURCES MANAGEMENT
DURATION THREE (03) HOURS



DATE: 08th August 2015

TIME: 1.30 pm – 4.30 pm

Instructions: Answer five (05) questions only

- (1) “Organizations today must be able to respond creatively to uncertainty and change. Creative responses to change and uncertainty illustrate the kinds of people and situations that shape the nature of human resource management”.

Identify and explain the main challenges faced by human resource managers in modern organizations.

(20 marks)

- (2) a. Multiplicity of unions is one of the main features and drawbacks in the industrial relations in Sri Lanka (Opatha,2002).

Do you agree with this statement? Justify your answer.

(10 marks)

- b. What are your suggestions to overcome multiplicity of trade unions in Sri Lanka?

(10 marks)

- (3) a. Explain with suitable examples the generational challenges faced by human resource managers.

(10 marks)

- b. What are your suggestions for bridging the generational gaps of employees at the work place?

(10 marks)

- (4) a. "A psychological contract represents the mutual beliefs, perceptions, and informal obligations between an employer and an employee".

Explain with examples the main features of a psychological contract.

(10 marks)

- b. Draw and explain the main elements of the 'iceberg' model of the psychological contract.

(10 marks)

- (5) a. "All employees are expected to conduct themselves in a business-like and professional manner and not engage in discriminatory or harassing behavior".

Explain the meaning of discrimination at work with suitable examples.

(10 marks)

- b. Why do employees hesitate to report discrimination, workplace harassment and sexual harassment?

(10 marks)

- (6) a. Workplace bullying can be defined as "unwelcome behaviors on the part of one or more individuals whose actions have the effect of causing psychological harm thereby hampering the target's ability to perform his/her job".

What are the various types of bullying that occur at work places? Explain with examples.

(10 marks)

- b. What are your suggestions to set up a bully-free workplace?

(10 marks)

- (7) a. What do you mean by gendered work? Elaborate your answer with suitable examples (10 marks)

- b. "Gender inequality at work takes four forms". Explain with examples the four forms of gender inequality that take place at work places.

(10 marks)

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