



The Open University of Sri Lanka
 MASTER OF BUSINESS ADMINISTRATION IN HRM
 Final Examination -2017
 MCP2136 –Strategic Human Resource Management
 Duration: 03 Hours

Date: 25 November 2017

Time: 9.30 a.m. to 12.30 p.m.

No. of Questions: 06

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 means formulating and executing Human Resource systems that produce employee competencies and behaviors the company requires to achieve its strategic aims”.

Explain why Strategic Human Resource Management is important in the light of the above statement.

(20 marks)

- [2]. Strategic implementation of HRM is work force utilization and employment practices. Taking into consideration these concepts, there is a set of best HR utilization and practices and adopting them will inevitably lead to superior organizational performance.

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

(20 marks)

- [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 would overcome strategic implementation challenges of HRM faced in this role. Use practical examples to illustrate your answer.

(20 marks)

- [4]. The performance impact of human resource practices is a strategic control process, a series of elements that go into strategic control of employees. The process of strategic control of HR is a continuous process.

Briefly discuss the factors involved in the strategic control of HR practices with suitable examples.

(20 marks)

- [5]. HR strategies are perfectly placed to develop and sustain the 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.

(20 marks)

- [6]. Write short notes on the following

- a. An Aging Workforce
- b. Dual Career Couples
- c. Human Capital
- d. Employee Diversity

(4x5=20 marks)

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