

THE OPEN UNIVERSITY OF SRI LANKA
POST GRADUATE DIPLOMA IN TECHNOLOGY IN APPERAL
PRODUCTION AND MANAGEMENT
FINAL EXAMINATION - 2011/2012
TTM7133 HRM & LEGAL ASPECTS FOR MANAGING



DURATION – THREE HOURS

DATE: 26th February 2012

TIME: 13.30 – 16.30 HOURS

INSTRUCTIONS:

- ANSWER FIVE (05) QUESTIONS ONLY. EACH QUESTION CARRY 20 MARKS.

Q. 1

“People in organizations are not just a resource but the source of everything, profit, loss, cost, revenue, profitability, quality and productivity etc.”. Do you agree? Why or why not? Describe.

Q. 2

Identify and discuss the advantages of integrating human resource planning and strategic planning in the context of a profit oriented organization.

Q. 3

What role does HRD play in the business strategy of an organization? Explain using relevant examples how HRD policy and plan could achieve alignment with business strategy.

Q. 4

“In the absence of a formal performance appraisal system it is difficult to take correct decisions on employee development”. Do you agree? Give reasons for your answer.

Q. 5

How would you formulate the aims and objectives of a training programme? Explain citing an example from your own organization.

Q.6

What is the relationship between Knowledge Management and Human Resource Development? Explain your answer with reference to the concept of core Competencies citing examples from global and local best practices.

Q.7

You are requested to prepare a grievance handling mechanism for your organization. Prepare a proposal to be submitted to the board of directors including the important aspects of a grievance handling system and advantages of having such a system.

Q.8

Why do employees join unions? What are the advantages and disadvantages of being a union member? Elaborate citing appropriate examples.