The Open University of Sri Lanka
MASTER OF BUSINESS ADMINSITRATION IN HRM
Final Examination -2019
MCP2136 –Strategic Human Resource Management
Duration: 03 Hours

Date: 24 March 2019 **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]. "The aim of Strategic Human Resource Management is to generate organizational capability by ensuring that the organization has the skilled, engaged, committed and well-motivated employees it needs to achieve sustained competitive advantage".
Considering the above statement, explain why Strategic Human Resource Management is important.

(20 marks)

[2]. "Strategic HRM theory address major people issues that affect or are affected by the strategic plans of the organization. It provides the rationale for HR practitioners acting as strategic partners on an everyday basis".
Explain the above statement. Use suitable examples to enhance your answer.

(20 marks)

[3]. HR strategies can be deliberate, or they can emerge in response to evolving situations. HR strategy may simply consist of a broad statement of intent that provides the framework for the specific HR.
Discuss how you would overcome strategic implementation challenges of HRM by using specific HR strategies. Use practical examples to illustrate your answer.

(20 marks)

[4]. Business Model Innovation (BMI) is a strategic approach to business management and development. HR Directors should work to contribute to business model innovation.
Briefly discuss the factors involved in the business model innovation and HR practices with suitable examples.

(20 marks)

[5]. High performance management system are concerned with developing and implementing bundles of complementary practices that as an integrated whole will make a much more powerful impact on performance.

Describe how performance management system can be used for the long term success of an organization.

(20 marks)

[6]. Write short notes on the following

a. Strategic fit
b. Resource based view
c. Human Capital
d. Employee Diversity

(4x5=20 marks)

- All copyright reserved-