THE OPEN UNIVERSITY OF SRI LANKA
FACULTY OF MANAGEMENT STUDIES
COMMONWEALTH EXECUTIVE MASTER OF BUSINESS/PUBLIC ADMINSITRATION
FINAL EXAMINATION – AUGUST 2024
HRP9403/MSP9403/MCP1603- MANAGING HUMAN RESOURCES
DURATION: 03 HOURS

Date: 24 AUGUST 2024 **Time: 1.30p.m. to 4.30p.m.**

No. of Questions: 06 **No. of Pages: 02**

Instructions: **Answer any Five (05) questions. All questions carry equal marks. Please note that illegible handwriting will result in loss of marks.**

[1]. Human resource management is a part of every manager's responsibility. HRM is complex and it is important for companies today to make their human resources into a competitive advantage. Briefly explain how human resource management is linked to strategic management and organizational performance. (20 marks)

[2]. a) "Job Analysis becomes a fruitless exercise in an organization where the jobs are changing continuously". Critically evaluate the above statement. What are the solutions for it? (10 marks)

b) Define Human Resource Planning and describe its characteristics and objectives. Explain the reasons for the growing interest in HRP in recent years. (10 marks)

[3]. a). Performance appraisals are a routine exercise carried out by almost all organizations. Define and discuss the difference between 'Performance' and "Performance Management". (08 Marks)

b) "If a performance management system wants to be effective, it should follow some important principles." Explain the principles of effective performance management. (12 Marks)

[4]. Organizations can create a more dynamic, innovative, and supportive workplace that benefits all employees and contributes to overall organizational success through diversity and inclusion practices.

Analyze the role of HRM in promoting diversity, equity, and inclusion. How can organizations create a more inclusive and equitable workplace? (20 marks)

[5]. The purpose of HRD is to enhance individual performance and improve organizational effectiveness and productivity. Human Resource Development programs and interventions can be used to address a wide range of issues and problems in an organization.
As a Senior Manager in an organization, critically discuss the above statement. (20 marks)

[6]. Write short notes on the followings:

a. Human Resource Accounting
b. CSR Project
c. Organizational Culture
d. Equality and Equity

(4x5=20 marks)

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