THE OPEN UNIVERSITY OF SRI LANKA
FACULTY OF MANAGEMENT STUDIES

BACHELOR OF MANAGEMENT STUDIES HONOURS
BMSHONS IN ACCOUNTING AND FINANCE
BMSHONS IN HUMAN RESOURCE MANAGEMENT
BMSHONS IN MARKETING MANAGEMENT

HRU 3302 PERSONALITY DEVELOPMENT FOR HRM
FINAL EXAMINATION – 2024 / 2025
DURATION – THREE (03) HOURS

DATE: 10th January 2026 ***TIME: 09.30 am – 12.30 pm***

INSTRUCTIONS:

- Paper comprises of six (06) essay type questions.
- Answer any 5 questions out of 6 essay questions.
- Write your answers in the given answer booklet.
- **Illegible handwriting will lead to lower marks.**
- Each question carries total of 20 marks.

Question 1

a. Explain the importance of personality development in Human Resource Management (HRM). In your answer, discuss the key benefits of personality development for both employees and the organization.

(10 marks)

b. Explain whether personality can be changed over time. Support your answer with relevant examples.

(10 marks)

Question 2

a. Explain how the "SWOT" can be used for personal development. Illustrate your answer with examples of how identifying Strengths, Weaknesses, Opportunities, and Threats can help for improving one's personality.

(10 Marks)

b. Explain some key qualities essential for personality development and how practicing these qualities can enhance both personal and professional growth.

(10 marks)

Question 3

a. Explain the core components of effective communication. How do these components contribute to clear and efficient interaction in a professional setting?

(10 marks)

b. Discuss the common barriers to effective communication and recommend strategies that can be used to overcome these barriers in the workplace.

(10 marks)

Question 4

a. What is an interpersonal relationship? Explain the importance of interpersonal relationships in personal and professional life.

(10 marks)

b. What is a personality disorder? Discuss the different types of personality disorders as classified by the American Psychiatric Association (APA), and explain their key characteristics.

(10 marks)

Question 5

a. What are key employability skills? Explain how these skills help individuals succeed in the workplace.

(10 marks)

b. Discuss the steps to follow when identifying your career. How can following these steps help in making effective career choices?

(10 marks)

Question 6

Select four (04) topics out of the following and write short notes.

a. Creating harmony in the organizations
b. Process of Communication
c. Personality as an indicator of social image
d. Lifelong learning for Career Development.
e. Conflict Management

(4*5 = 20 Marks)

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