THE OPEN UNIVERSITY OF SRI LANKA
COMMONWEALTH EXECUTIVE MASTER OF BUSINESS/PUBLIC ADMINSITRATION
FINAL EXAMINATION – DECEMBER 2017
MCP1603- MANAGING HUMAN RESOURCES
DURATION: 03 HOURS

Date: 3 December 2017 **Time: 1.30 p.m. to 4.30 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]. (a) The development and evolution of HRM has been made through several stages and with the influences of a number of forces and factors. Explain few important factors in relation to the development of contemporary HRM. (10 marks)

(b) "HRM has emerged as a major function in enterprises and organisations. It is the focus for concerning the nature of the environment".

Explain how environmental impact on Human Resource Management is important in the light of the above statement.

(10 marks)

[2]. (a) "Job Analysis becomes a fruitless exercise in a world where the job is 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]. Talent Management is the core of an integrated set of activities to ensure that the organization attracts, retains, motivates and develops the talented people it needs now as well as in the future. The aim is to secure the flow of talent, bearing in mind that talent is a major corporate resource.

Critically discuss this statement.

(20 marks)

[4]. (a) Explain the concept of career in the context of career development. Discuss various individual and organizational strategies for career development.

(10 marks)

(b) Succession management is a process of ensuring the leaders and talent that can implement the organizational vision. Explain the elements of an effective succession management process. (10 marks)

[5]. "Training and development is a process, a series of elements that go to make up training and development of employees, Performance of training and development is difficult to observe when it is happening".

Briefly discuss the factors involved in the training and development process?

(20 marks)

[6]. Write short notes on the following

a. Corporate Social Responsibility
b. Business Ethics
c. Human Resource Development
d. Workforce Diversity

(4x5=20 marks)

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