

UNIVERSITY OF COLOMBO, SRI LANKA
FACULTY OF MANAGEMENT AND FINANCE

Postgraduate and Mid-Career Development Unit

Master of Business Administration in Human Resources Management

Semester III- Second-half Examination August 2016

MBAHR 600 – Strategic Human Resources Management

Time: Three (03) Hours

Answer only Four (04) questions.

1. Elaborate the 9 elements of the business canvas model and explain applicability of the each element to your organization.

(25marks)

2. “HR processes and practices determine to a large extent the relationships between employer and employee and play a significant role in shaping employee psychological contract. Numerous studies have examined the link between HR practices (HRP) and psychological contract.” Elaborate how different HR practices would have an implication on Psychological contract between an employer and an employee.

(25 marks)

3. When an organization is striving to earn profits, sustain and grow amidst fierce competition, it is challenged with dynamism and uncertainty in the environment. How an organization can develop a knowledge management strategy in order to facilitate its business goals in the long run?

(25marks)

4. i. '9 box help to differentiate talent.' Discuss this statement with examples.
(10 Marks)
- ii. Assessing "Employee Potential" needs careful consideration as potential is not a mere function of intelligence. Discuss the statement with examples.
(08 Marks)
- iii. 'Employee development interventions should be differentiated.' Discuss this statement with examples.
(07 Marks)
(Total 25 marks)
5. i. You have been appointed as a consultant to develop reward strategy for the academic staff members in a newly established private university. Share the executive summary of your report.
(20 marks)
- ii. What are ASmart objectives?
(05 marks)
(Total 25 marks)
6. i. 'Understanding the job role is critical to success of an employee.' Discuss this statement in light of role of a HR professional.
(10 Marks)
- ii. 'High performing HR professionals think and act from the outside/in.' Critically evaluate this statement.
(08 Marks)
- iii. "HR professionals who are credible but not activists are admired, but do not have much impact. Those who are activists but not credible may have ideas but will not be listened." Discuss.
(07 Marks)
(Total 25 marks)
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