



UNIVERSITY OF COLOMBO, SRI LANKA

FACULTY OF MANAGEMENT AND FINANCE

**Postgraduate & Mid-Career Development Unit**

Master of Business Administration- weekday program (Semester -II) Examination

July, 2017

**MBA537 – Human Resource Management**

**Three (03) Hours**

Answer 05 (Five) questions in all, including question number 01.

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1. 'Human resource management practices have been recognized as a major determinant of competitive advantage'.
    - i. Describe the nature and importance of HRM practices to an organization in gaining competitive advantage.

(05 Marks)
    - ii. Explain key result areas of human resource management with appropriate examples.

(05 Marks)
    - iii. Critically evaluate the role of a typical Human Resource Manager, operating in a modern organizational context.

(10 Marks)
- (Total 20 marks)**

2. 'Human Resources Planning (HRP) has not been given the required prominence by many organizations in their strategic planning processes.

i. Explain the HRP process and the stages by providing an example from a selected organization.

(10 Marks)

ii. Discuss and critically evaluate the different approaches to job design with reference to an organization of your choice.

(10 Marks)

**(Total 20 marks)**

3.

i. Distinguish between induction, learning, training and development with appropriate examples from industry.

(10 Marks)

ii. Design a 1 week training program for the newly recruited Sales executives of a retail organization.

(10 Marks)

**(Total 20 marks)**

4. 'An Employee reward has been recognized as an integral part of their motivation.

i. Explain internal and external factors in determining employee rewards with reference to your organization.

(10 Marks)

ii. Elaborate and evaluate the importance of relational and transactional rewards with appropriate examples.

(10 Marks)

**(Total 20 marks)**

5. i. What are the strategies that you could recommend to enhance industrial peace at work?

Discuss.

(10 Marks)

ii. Briefly discuss the different provisions available in Sri Lankan Labor Legislation related to employee welfare.

(10 Marks)

**(Total 20 marks)**

6. 'Employee terminal benefit has been recognized as a legal and a moral responsibility of employers'.

i. Explain specific instances where employees can withdraw Employee Provident Fund (EPF) and Employee Trust Fund (ETF) Balances.

(10 Marks)

ii. Gamini appointed as an executive for the ABC company from 1<sup>st</sup> January 2005 where he continued to performed and continue to until 31<sup>st</sup> December 2006 with a payment of Rs. 45,000/=. Gamini Received a promotion and a salary increment of 10,000/= form 1<sup>st</sup> January 2007. He continued in this capacity until his retirement on 31<sup>st</sup> December 2016. Calculate EPF, ETF And Gratuity for Gamini.

(Ignore interest rate)

(10 Marks)

**(Total 20 marks)**

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