



UNIVERSITY OF COLOMBO, SRI LANKA

FACULTY OF MANAGEMENT AND FINANCE

**Postgraduate & Mid-Career Development Unit**

Master of Business Administration in HRM (Semester III-Second half) Examination

July, 2017

**MBAHR 600 – Strategic Human Resource Management**  
**Three (03) Hours**

Answer 4 (FOUR) questions Selecting 2 (TWO) questions from each part.

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**PART I**

1.
  - i. 'Traditionally, HR Department is termed as a Cost Centre. Strategically it is a Profit-Centre'. Justify and prove above statement by using various examples and cases.  

(10 Marks)
  - ii. Critically discuss how employee resourcing strategies can assist in achieving strategic business goals in organizations  

(15 Marks)

**(Total 25 marks)**
  
2.
  - i. Explain steps that are needed to create a learning culture in an organization.  

(10 Marks)
  - ii. "High engagement of the employees generates higher business results." Do you agree with this statement? Elaborate your views with appropriate examples from the world of work.  

(15Marks)

**(Total 25 marks)**

3. i. Clarify the process of knowledge management initiatives in an organization.  
(10 Marks)
- ii. 'Tacit knowledge in organizations paves the way for competitive advantage.'  
Elaborate the statement with examples.  
(15 Marks)
- (Total 25 marks)**

## PART II

4. i. '9 box is a tool to differentiate talent'. Discuss  
(12 Marks)
- ii. Talent Management Strategy should always be linked to the business strategy.  
Discuss this statement with relevant examples from your organization  
(13 Marks)
- (Total 25 marks)**
5. You have been appointed as the reward consultant in your own organization. Critically evaluate the reward strategy of your organization and make your recommendations.  
(25 Marks)
6. i. What is the role of HR professionals in an organization?  
(10 Marks)
- ii. Dave Ulrich's 2012 competency model provides more realistic framework to improve the competency requirements of modern day HR professionals. Critically evaluate  
(15 Marks)
- (Total 25 marks)**