

UNIVERSITY OF COLOMBO, SRI LANKA
FACULTY OF ARTS

FOURTH YEAR EXAMINATION IN ARTS (ECONOMICS) 2016/2017
END OF THE SECOND SEMESTER

ECN 4278 ECONOMICS OF HUMAN RESOURCE DEVELOPMENT

TIME ALLOWED: TWO (02) HOURS

Answer 04 questions only

1. (i) "Human resource development is a mean of achieving economic development as well as an outcome of economic development itself". Discuss. (10 marks)
- (ii) How do you apply the two-way relationship between human resource development and economic development as mentioned above to the case of Sri Lanka? (15 marks)
2. (i) "Who should pay for education is a controversial issue in countries such as Sri Lanka." What is your opinion about this statement? What arguments you would like to put forward in justifying your position? (10 marks)
- (ii) "Narrow fiscal space of the government is a justification for private investment in supplying tertiary education." Do you agree with this statement? Explain your view point. (15 Marks)
3. (i) "The demand for human resources is a dynamic phenomenon. The types of human resources demanded by the economy change over time in response to the level of economic development." Explain. (10 marks)
- (ii) Do you think that there is mismatch between the demand for and supply of human resources in Sri Lanka? Discuss. (15 marks)

4. (i) Many sectors in Sri Lanka is experiencing labour shortages, while it is argued that this is rather a problem of labour occupied in wrong places than an actual labour shortage." What is your opinion? Explain. (10 marks)
- (ii) If Sri Lanka is to experience higher growth momentum, the country is actually bound to face a labour shortage. What are the policy recommendations that you can propose in order to face this situation in the near future? (15 marks)
5. (i) During the past 20 years employment in agriculture sector has considerably dropped, but the output of the agriculture has increased. How do you explain this phenomenon? (10 marks)
- (ii) "A decline in rural population is considered to be a favourable outcome of economic development." Do you agree with this statement? What policy recommendations do you suggest in line with your arguments? (15 marks)
6. Human Resource Management contributes to achieve the highest productivity and the maximum employee satisfaction in an organization". Discuss the above statement using examples. (25 marks)
7. (i) What factors should be considered in long term man power planning? (10 marks)
- (ii) What steps should be taken by an organization when labour market fails to match the demand for labour and supply of labour in the long term man power is planned out? (15 marks)
8. "Training and Development helps to enhance the efficiency and productivity of an employee as well as the cost of an organization." Describe the methods of training and development and state the relevancy of the above statement. (25 marks)
