

UNIVERSITY OF COLOMBO, SRI LANKA

FACULTY OF MANAGEMENT AND FINANCE

Bachelor of Business Administration (Level II – Semester VII) Examination 2016

HRM 2202 – Strategic Human Resource Management

Two (02) Hours

Answer All Questions

1. i. Compare and contrast Strategic Human Resource Management and Strategic Management. (06 Marks)
- ii. Describe the process of strategic human resource management. (06 Marks)
- iii. Explain what horizontal and vertical fit are and why it is important to organisations. (08 Marks)
- (Total 20 marks)**
2. i. Describe the four possible approaches for employee relations. (10 Marks)
- ii. Develop five measures to evaluate the work of HR department of an organisation. (10 Marks)
- (Total 20 marks)**
3. i. State the four learning strategies. (04 Marks)
- ii. Describe the possible individual learning methods for managerial level employees. (08 Marks)
- iii. 'Employee voice' is a relatively new concept in HRM. Advise a HR Manager on the ways in which employee voice can be incorporated in an organisation. (08 Marks)
- (Total 20 marks)**

4. i. Describe the lessons that we can learn from the case of 3M (video).
(10 Marks)
- ii. Define organisational effectiveness.
(03 Marks)
- iii. Briefly describe any three of the strategies for organisational effectiveness.
(07 Marks)
- (Total 20 marks)**

5. i. State the five components of employee resourcing strategy and briefly describe them.
(10 Marks)
- ii. Explain how Au Bon Pain restaurant chain (video) overcame its productivity problem.
(10 Marks)
- (Total 20 marks)**
-