



Institute of Human Resource Advancement (IHRA)

University of Colombo, Sri Lanka

Master in Human Resource Management

4th Semester Repeat Examination

(Held in March/April 2023)

MHRM15 –Contemporary Issues in Human Resource Management

Instructions to the Candidates

- (1) This paper consists of seven (07) questions and two (02) pages.
- (2) Answer only five (05) questions.
- (3) Time allocated for the examination is three (03) hours.
- (4) Write your Index Number on all pages of answer scripts.
- (5) If a page or a part of this question paper is not printed, please inform the Supervisor immediately.

1.
 - a. Explain how globalization is influencing Human Resource Management?
 - b. How does an organization gain a competitive advantage through people? give examples to validate your answer.
 - c. Explain the impact of information technology in managing people today?
 - d. Why do organizations need to respond to the change in the 'Market' or 'Environment'? give evidence to explain your answer.
(5 Marks each)
2.
 - a. How can organizations compete effectively, often in international markets, while gaining and maintaining a reputation for high standards of ethics and legal compliance in their dealings with their employees?
 - b. What are the three (3) factors that influence ethical managerial behavior? Give examples to elaborate your answer.
 - c. What do you understand by Corporate Social Responsibility?
 - d. What is the criteria for evaluating corporate social performance? Give examples where necessary.
(5 Marks each)
3.
 - a. Explain the term 'Corporate Governance' in your own words?
 - b. What are the four pillars of corporate governance? give examples to explain each pillar from the corporate world.
 - c. Why is risk management important for organizations in the modern era? Explain your answer with appropriate examples.
 - d. Why is corporate governance important for organizations?
(5 Marks each)

- 4.
- What do you understand by 'Work Life Balance'?
 - Why has work-life balance become an issue in today's organizations? Give examples for your argument.
 - What are the HR solutions that you would recommend for work-life balance?
 - Explain the work-life triangle with appropriate examples?
(5 Marks each)
- 5.
- What do you understand by 'Cross Cultural' issues?
 - List out and explain the four (4) latest trends in an HR Culture?
 - What is Cultural Conditioning? Explain with examples.
 - What are the HR strategies that you would recommend to manage cross-cultural differences?
(5 Marks each)
- 6.
- Define organizational change?
 - Explain with examples the four (4) stages of organizational change?
 - How can today's managers best overcome organizational change? Explain with appropriate examples.
 - What are the causes that provoke organizational change?
(5 Marks each)
- 7.
- Write short notes on any **four (4)** of the following.
 - Green HR
 - Going Global
 - Managing Change
 - Cultural Issues in Ethical Behavior
 - Outsourcing
 - Contemporary Issues in HR
 - Performance Issues in HR
(5 Marks each)
