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|  | UNIVERSITY OF RUHUNA FACULTY OF MANAGEMENT AND FINANCE | No. of Pages : 03 No of Question : 04 Total Marks : 70 |
| | MGT 22613: Career Management | Academic Year 2021/2022 |
| BACHELOR OF BUSINESS ADMINISTRATION HONOURS DEGREE | | <i>Three Hours</i> |
| 2000 LEVEL SECOND SEMESTER END EXAMINATION FEB/MAR 2023 | | |
| Instructions <ul style="list-style-type: none"> ➔ Paper contains 04 questions. ➔ Answer all questions | | |

Question 01

Janith is a fresh graduate who is looking for a permanent opportunity in the private sector. At the age of 25, he completed his bachelor degree in management studies specializing in Accounting from a top university in Sri Lanka. While he was in the university he discovered his talents in compering and hosting events. He was very active in organizing events and leading the events to success. He was also very popular with the other batch mates as being very friendly and as a helping friend. He always valued humanity and he was very social.

Following his talents when he was in his third year, he had the urge to become a host/announcer on a TV channel after graduation. He specifically aimed to work at Sirasa TV. Janith choose this channel after carefully considering the industry profile. So he followed a diploma course offered by that specific organization. He worked in a radio channel on a part-time basis. As his second plan, Janith also followed a professional qualification in Accounting and Finance as well with the aim of becoming an accountant.

Now that Janith has done his 6 months internship, he has concerns about which career path he should take. He has lost his confidence in himself and he does not have the same enthusiasm he had while he was an undergraduate. Janith also believes that he is now too old to start from the beginning to become an announcer. He is in a state of career indecision. He is aware that if he becomes an announcer, he will be purely dependent on his talents. He has got to know that most of the announcing jobs are temporary contract basis jobs and he thinks that's a risk. In the future, if he loses his interest in hosting and if he has to go to war fields and protest fields, he would miss his family life. His parents want him to pursue a career in the corporate sector. Janith also wants to enroll in a permanent opportunity to mitigate job insecurity.

Since he is unable to choose a career path, he participated in a workshop organized by Unilever on fresher career paths, also he began to note down his strength, weakness, opportunities, and threats for himself. And he asked around from his family and friends about his best potential. Janith has used several web-based platforms to learn about the occupational environment. Janith is now seeking advices from career counselor to set a definite career goal for him.

- I. Identify self and environmental career exploration activities and techniques that Janith undertook to gather information about himself and the environment.
(06 Marks)
- II. Determine Janith's conceptual and operational career goals. Explain the components of the goals.
(06 Marks)
- III. Identify the type of career indecision status Janith is in and what are the causes and sources for this career indecision status.
(06 Marks)
- IV. If Janith decided to become an Accountant, how would you advise Janith to develop his career strategies?
(07 Marks)

(Total 25 Marks)

Question 02

- I. Why do many women still choose to enter traditional, female dominated, female-stereotyped occupations? Explain.
(06 Marks)
- II. "Organizational entry is the process by which individuals cross the boundary from outside to inside an organization".
Briefly discuss career development activities should be implemented by individuals and organizational at the entry stage.
(09 Marks)

(Total Marks 15)

Question 03

“Two midcareer experiences of career plateau and career obsolescence can affect midcareer productivity and generate feeling of stress”.

- I. List out and explain the causes of career plateau?
(06 Marks)
- II. Suggest coping strategies to deal with negative consequence of the career plateau
(09 Marks)
(Total Marks 15)

Question 04

- I. Is job stress harmful? Elaborate your answer.
(06 Marks)
- II. “Work–family conflict occurs when an individual experiences incompatible demands between work and family roles”
Explain the three (03) types of work family conflicts with examples.
(09 Marks)
(Total Marks 15)

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