



**UNIVERSITY OF RUHUNA**

**FACULTY OF MANAGEMENT AND FINANCE**

**Bachelor of Business Administration Degree Programme 2000 Level Semester II**

**Examination (March / April 2019)**

**Academic Year 2018/2019**

**HRM 2240 – Career Management**

**Duration : Three hours**

**The Question Paper contains 06 questions.**

**Answer Five Questions.**

1). Chami is an undergraduate from management discipline in a particular university in Sri Lanka. In less than two months she would be graduating from the university and she wasn't even close to find a full time job after her graduation. She also faced on campus interviews that were hosted by the university's career guidance unit. The problem was that Chami didn't really know what job or company would be right for her. She was really questioning with her career decision.

i. What do you mean by the term "career"?

(02 marks)

ii. If Chami sought your help, what specific career exploration activities would you suggest for managing her career effectively? Explain your answer.

(06 marks)

iii. What advices would you give her in terms of setting career strategies? Illustrate your answer.

(06 marks)

(Total marks 14)

2). i. Explain, four phases of organizational entry process that are helped to understand the process of mutual attraction between the individual and organization.

(07marks)

ii. Discuss the individual actions than can be taken during the organizational entry process?

(07 marks)

(Total marks 14)

3). i. "Mid-career employees may fall victim to technological or managerial obsolescence and ultimately job loss if they lack sufficient up-to-date knowledge and skills to maintain effective performance on their job".

Based on the above statement, what are the organizational actions that can be taken by an organization to help employees who are in the mid-career level in an organization?

(07 Marks)

ii. "Career plateauing is an important issue for researchers to examine because of the potentially negative outcomes that may affect both the employee and the organization".

Elaborate the above statement with appropriate examples.

(07 marks)

(Total Marks 14)

4). i. "Research consistently demonstrates that the management of work and family roles can be a challenge. However, combining work and family roles also provides benefits and opportunities for enrichment".

Critically evaluate the above statement based on the women's perspective of a two career family.

(07 marks)

ii. If you are a Human Resource Manager of an organization, what kind of actions would be taken for managing job stress of employees in your organization?

(07 marks)

(Total Marks 14)

5). i. "Managing diversity means acknowledging people's differences and recognizing these differences as valuable. It enhances good management practices by preventing discrimination and promoting inclusiveness".

Do you agree with the above statement? Justify your answer.

(07 marks)

ii. Discuss, what are the reasons that the entrepreneurial career is more popular among the people in modern context.

(07 marks)

(Total Marks 14)

06). Write the short notes on followings.

- a. Traditional career and contemporary career
- b. Developmental indecision and Hyper vigilant indecision
- c. Differentiate between Erikson's approach and Levinson's approach
- d. Social influences on careers

(Each carries 3.5 marks)

(Total marks 14)

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