

**UNIVERSITY OF RUHUNA****FACULTY OF MANAGEMENT AND FINANCE****Bachelor of Business Administration Degree Programme 2000 Level Second****Semester End Examination (Repeat) (February / March 2021)****HRM 2240: Career Management (Old Syllabus)****Duration: Three hours****Total Marks: 70****Instructions: Answer five (05) questions only**

01).

i. Define concepts of values, interest and personality and explain how these concepts help to manage your career effectively?

(06 Marks)

ii. What would happen, if individuals do not effectively plan and manage their career?

(04 Marks)

iii. Compare and contrast “the self-exploration” and “the environment exploration”.

(04 Marks)

(Total Marks 14)

02).

i. “Career management is an ongoing process”. Do you agree or not, justify your answer?

(06 Marks)

ii “There is no one best career strategy” Critically evaluate this statement.

(04 Marks)

iii. "Stress is inevitable feature of work and personal life of employees". How do they manage stress effectively?

(04 Marks)

(Total Marks 14)

03).

i. Define the terms "Career plateau and Obsolence"

(04 Marks)

ii. Explain reasons for career plateau and obsolence of individuals.

(06 Marks)

iii. Propose strategies to deal with negative consequences of career plateau.

(04 Marks)

(Total Marks 14)

04). "Many employees are now struggling to maintain proper balance between work and family roles to minimize work-family conflicts"

i. What are the three forms of work family conflicts? Explain with examples.

(06 Marks)

ii. Some people believe that children are the victims of a two-career family relationship. Give reasons for your idea.

(04 Marks)

iii. Why work-family integration is important in career management?

(04 Marks)

(Total Marks 14)

05). i. Differentiate Institutionalized socialization and individualized socialization

(04 marks)

ii. What factors you would consider in designing the socialization program.

(06 Marks)

iii. What criteria you would use to assess the success of the socialization program?

(04 Marks)

(Total Marks 14)

06). Write short notes on four (04) of the followings

- i. Family bonus and Family penalty.
- ii. Ralph Christenson's Strategic Human Resource Management Framework
- iii. Early career challenges
- iv. Determinants of career transition
- v. Conceptual and operational and career goals

(Each carries 3.5 Marks)

(Total Marks 14)

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