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Serial No.....

Society of Certified Management Accountants of Sri Lanka

Intermediate Stage March 2008 Examination

Examination Date : 8th March 2008

Number of Pages : 01

Examination Time: 1.30p.m.- 4.30p.m.

Number of Questions: 08

Instructions to candidates:

1. Time allowed is **three (3) hours**.
2. Answer **five (5)** questions
3. Answers should be entirely in the **English** language.

<u>Subject</u>	<u>Subject Code</u>
Managing People & Organisations Management	(MPO)

PART I

1. Explain the strategic planning process emphasizing how it helps to achieve corporate objectives of an organisation. **(20 Marks)**
2. “Contingency organizational design is more suitable for present day business environment”. Discuss this statement. **(20 Marks)**
3. Discuss the main characteristics of different leadership styles. **(20 Marks)**
4. Explain the main stages of change process. **(20 Marks)**

PART II

5. Describe the Key Result Areas, the main functions of Human Resource Management and indicate how effective management of these functions could provide competitive advantage for an organisation. **(20 Marks)**
6. Explain the Macro (External) and Micro (Internal) factors affecting the determination of salary & wage structures in an organisation. **(20 Marks)**
7. Explain the process of Employee Training & Development needs analysis indicating different methodologies in identifying Training & Development needs. **(20 Marks)**
8. (a) Examine the causes for emergence of Employee grievances in an organisation. **(10 Marks)**
(b) Critically review the reasons for adversarial relationship between Employers and Trade Unions in Sri Lanka. **(10 Marks)**

End of Question Paper