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Serial No.....

## Society of Certified Management Accountants of Sri Lanka

### Intermediate Stage March 2007 Examination

Examination Date : 24<sup>th</sup> March 2007

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** only selecting **at least 2** questions from each part.
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 importance of Strategic Planning for an organisation to achieve its Corporate Objectives. **(20 Marks)**
2. Discuss major causes of Interpersonal Conflicts in Organizations. **(20 Marks)**
3. “Resistance to change is a normal human reaction”. Explain this statement indicating how an organization could deal with this situation and effect desired changes. **(20 Marks)**
4. Critically analyse the factors that influence in selecting a specific Organizational Structure, for an organization. **(20 Marks)**

End of Part I

#### Part II

5. “The foundation of Human Resource Management is the implementation of a proper Manpower Plan”. Explain this statement indicating the main stages of the Manpower Planning Process. **(20 Marks)**
6. (a) Explain the performance Review (Appraisal) System, based on Individual Objectives Setting. **(10 Marks)**  
(b) Critically Review the advantages and disadvantages of this system. **(10 Marks)**  
**(Total 20 Marks)**
7. (a) What are the objectives of an Incentive Scheme? **(10 Marks)**  
(b) What are the salient features of an effective Incentive scheme? Explain in detail. **(10 Marks)**  
**(Total 20 Marks)**
8. Explain the process of Collective Bargaining and how it could bring about Industrial peace in an Organization. **(20 Marks)**

End of Part II

End of Question Paper