



Society of Certified Management Accountants of Sri Lanka

Intermediate Stage March 2009 Examination

Examination Date : 28th March 2009
Examination Time: 1.30p.m.- 4.30p.m.

Number of Pages : 01
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.

Subject	Subject Code
Managing People & Organisations Management	(MPO / 603)

PART I

1. “Corporate Planning Process provides strategic direction to an organization”. Critically review this statement explaining the Corporate Planning Process. **(20 Marks)**
2. “Management theories provide inputs to understand the working of organizations”. Critically Review the statement. **(20 Marks)**
3. Explain how extrinsic and intrinsic Motivational Strategies could be used to motivate employees for higher level of performance. **(20 Marks)**
4. Prepare an action plan on how an organization can deal with resistance to change. **(20 Marks)**

PART II

5. Explain how managing key results areas of Human Resource Management effectively could provide competitive advantage for an organization. **(20 Marks)**
6. (a) Discuss the main components of job description and person specification. **(10 Marks)**
(b) Explain how an effective Employee Induction Programme could be organized. **(10 Marks)**
(Total 20 Marks)
7. (a) Explain the process of Performance Appraisal based on objective settings. **(10 Marks)**
(b) What are its advantages & disadvantages? **(10 Marks)**
(Total 20 Marks)
8. (a) Explain the techniques of Evaluating Training effectiveness. **(10 Marks)**
(b) Critically renew the reasons as to why employees join trade unions. **(10 Marks)**
(Total 20 Marks)

End of Question Paper