

Eastern University, Sri Lanka
Faculty of Commerce & Management
**First Year First Semester Examination in Bachelor of Business Administration/
Bachelor of Commerce 2013/14 (September 2015)**
(Proper/Repeat/Re- Repeat)

12 OCT 2015

MGT 1032 Career Guidance

Answer all Questions

Time: Two Hours

Read the case study and answer the questions given below.

An Outstanding Graduate in HRM

Mr. Ravi is an outstanding graduate professional in HRM in Sri Lanka. He received his education up to GCE A/L at BT/Central College. Having passed from the GCE A/L examination he was able to enter the University of Sri Jayewardenepura and secured BSc Human Resources Management (Special) Degree with Honors in 1999.

As a compulsory requirement of the BSc Degree in HRM (Special) he had to undergo a training in HRM and his Training Organization was Hirdaramani (Industries) Limited, Kahathuduwa. After receiving the training he was hired as a Management Trainee on 6th May 1999. When he joined the Company he had been in the final year in the University. On successful completion of his training (three months), he was appointed as the Human resource Manager of the Company.

When he became the Human Resource Manager his age had been 26 years. In fact he was the first graduate in HRM from the Department of Human Resource Management, Faculty of Management studies and Commerce of the University of Sri Jayewardenepura, who was able to become a Human resource Manager. Also he achieved this career goal at the age of 26!

Whilst serving as the HR Manager, it was possible for him to develop many HRM systems with regard to recruitment, selection, induction, performance evaluation, training and development, grievances handling, discipline management and welfare management. Also he initiated many team building and personality development activities, especially the Supervisory Development Programmes, Junior and Senior Management Development Programmes and Outward Bound Training Programmes. He was a serious committee member of the Safety committee during which period it was possible for the Company to win the National Safety Award in the year 2003. His leadership had been given to the 5S Academic Committee. He was instrumental in creating a learning culture within the Hirdaramani Group of Companies and was the core person in initiating the Hirdaramani Management Institute and introducing the Management

Diploma to the employees of the Hirdaramani Group. Mr.J.N.Gunasena, General Manager of the Hirdaramani (Industries) Limited says:

“Mr. Ravi is an amicable person who has a very positive disposition. He is a very co – operative, committed and responsible member of our staff who made every attempt to carry out his duties in the best interest of the Company.”

While working as the HR Manager he had served as a Visiting Lecturer at the Department of HRM, University of Sri Jayewardenepura for several years. In 2nd December 2004 he joined Suntel Ltd as Manager (HRD). From 1st August to 31st December 2005 he had served as the Acting Head of HR at the Suntel Ltd. Due to his excellent performance he had been promoted to the post of Head of human resources from 1st January 2006. He was able to win a full scholarship for a month’s course on HRD through Total Quality Management from Japan Business Federation in 2006. In fact he was the only Sri Lankan selected for the course in the Year 2006. He was able to complete the course successfully.

In August 2006, he joined Loadstar (Pvt) Ltd, a solid tire manufacturer in Sri Lanka with a workforce amounting approximately to 8500, as Senior Manager (Human Resources). In view of his outstanding performance and his interest in line Management, he was promoted and transferred to work as the Operations Manager from May 2007 and had worked until April 2008 as the Operations Manager. He had been responsible for all the factory activities and performance in Air Tire Manufacturing and managing the production, maintenance, quality, HR function and Finance. Also he was the head of the factory business process – engineering implementation project in Kotogoda Air Tire Division, which was consulted by Mckensey Consultants on Lean Manufacturing.

He was able to become a Master’s Graduate after obtaining a Master’s degree- MSc (Management) specializing in HRM from the University of Sri Jayewardenepura in 2007. He has served as a Resource person for various workshops conducted in industry. In May 2008 he was promoted to the post of General Manager – Human Resources.

Questions

I. Draw a map that clearly illustrates the career path of Mr. Ravi.

(20 Marks)

II. What are the factors that you can identify which has contributed for Mr. Ravi's outstanding career in HRM?

(20 Marks)

(40 Marks)

a) *Career Counselling is important to base the choices on a person's present characteristics instead of potential.*

Define the "Career Counselling" and briefly explain the role of career counsellors in selecting the career options in the future.

(10 Marks)

b) *"Each occupation requires a particular pattern of interests, abilities, and personality traits".*

What kind of Knowledge and Skills that students would need for making their Career Choices in life.

(10 Marks)

(Total 20 Marks)

a) *"Establish and align values, career choice, and career goals for motivation".*

Describe briefly the internal and external factors affecting the Career Choices of undergraduates.

(10 Marks)

b) *"The students can use their knowledge, skills and abilities to meet the real-world challenges".*

Briefly describe the broad competences in terms of 3 Cs and how it would be developed among the students for exploring the career options.

(10 Marks)

(Total 20 Marks)

Q4. a) *"Students are always thinking outside the box".*

Define the concept of "Conventional Thinking" and explore the differences between the education based career and talent based career.

(10 Marks)

b) *Write short notes on the following theories*

- I. Donald Super's theory
- II. Sociological Approach
- III. Humanistic Approach
- IV. Constructivist Approach

(10 Marks)

(Total 20 Marks)