3.3 Objectives

The proposed MHRM programme has following objectives.

- To provide PGDHRM holders and its current students an opportunity to continue their studies to masters level.
- To provide current and aspiring managers with the opportunity to develop specialist knowledge and expertise in human resource management, in the context of external and organizational change, new employment relationships, globalization and a changing workforce.
- To develop knowledge and skills in graduates that permits career advancement to senior and executive roles in human resource management within both private and public sector organizations.
- To provide a broad range of human resource management subjects that have the capacity to enhance human resource management professional practice in and across organizational settings.
3.4 Eligibility requirement

Applicants those who posses PGDHRM offered by the University of Kelaniya can directly apply to the second year of studies and they will be exempted from the first year studies, of the proposed programme.

Any other applicant those who seek admission to the programme should first be enrolled for the first year and they should posses following qualifications.

a. Bachelor’s degree awarded by a recognized university.
   Or
b. Professional or any other qualification approved by the university senate.
3.7 Course curriculum

The complete structure of the masters program is given in the following table below. A student registered in the second year has to select course units either in Part A or in Part B to complete 18 credits for the second semester, depending on his or her interest. He or she will not be allowed to select course units from both parts A and B.

<table>
<thead>
<tr>
<th>Year</th>
<th>Semester</th>
<th>Part</th>
<th>Course Code</th>
<th>Title</th>
<th>Status</th>
<th>Credits</th>
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<td>Y</td>
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<td>1</td>
<td>PHRM51013</td>
<td>Introduction to Business</td>
<td>Compulsory</td>
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<td>Socio-Psychological Aspects of the Organization</td>
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<td>Compulsory</td>
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<td>Administering People in Business</td>
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<td>Economic Aspect of Human Behavior</td>
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<td>PHRM52103</td>
<td>Maintaining People in Business</td>
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<td>Compulsory</td>
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<td>MHRM62918</td>
<td>Thesis</td>
<td>Compulsory</td>
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</tbody>
</table>
**Course Code**  PHRM 51013

**Title**  Introduction to Business

**Status**  Core

**Learning Outcome**  On completion of this course unit students will be able to,

- (a) Define and describe key functional areas of a business,
- (b) Distinguish different types and categories of business and ownership,
- (c) Understand economics that governs businesses,
- (d) Understand the basic legal framework,
- (e) Basic aspects of accounting and finance related to business

**Content**  
**Understanding key functional areas of a business:** Sales and Marketing, Production and Manufacturing, Accounting and Finance, Human Resources, **Form of business ownerships:** Sole proprietary, Partnership, Cooperation, Limited liability Companies, Corporate Expansions, Merger and Acquisitions, Franchises, Entrepreneurship, **Monitory market:** Money Market, Capital Market, **Shares and share market:** Shares of a Business, Share Markets Including Colombo Share Market, Stock Market Indexes, **Understanding Accounting and Finance of a Business:** Basic Introduction to Assets, Capital and liabilities of a Business, Objective and Purpose of Accounting, Fundamental Equation of Accounting, Simple and Basic Introduction to Cash Book, General Ledger and Journals, **Understanding and Interpreting Financial Statements:** Income and Expenditure Account, Profit and Loss Account, Balance Sheet, etc, Cash Flow and its Objective and Purpose, Budget Preparation and Forecasting, Objective and Purpose of Finance, **Types of Business and Industries in Sri Lanka:** Plantation Sector, Garment Sector, Free Trade Zones and the BOI, **Basic Economics:** What is Economics, Free Markets, Capitalism, Socialism, Mixed Economies, Determination of Prices, Supply, Demand, Equilibrium, Competition, Inflation, Sri Lankan Economic Indicators, **Business law**

**Methodology:**  Lectures, Discussions, Presentations, Case Studies and Tutorials

**Assessment:**  End semester examination - 60%, Assignments – 40%, one of the assignments may sometimes be replaced by a mini test or a presentation

**Recommended Readings**

Course Code     PHRM51023

Title          Managing Organizations

Learning outcomes On completion of this course unit students should be able to,
(a) Identify and explain major developments in management, (b) Identify the history of management thoughts, (c) Identify basic principles of management and its practical applications, (d) Describe horizontal and vertical differences in management jobs, managerial roles and skills, (e) Apply decision making models and describe decision making steps for making decisions, (f) Describe the planning necessary to undertake a new business and explain how management functions apply to a growing entrepreneurial firms


Methodology Lectures, Discussions, Presentations, Case Studies and Tutorials

Assessment End semester examination - 60%, Assignments – 40%, one of the assignments may sometimes be replaced by a mini test or a presentation
**Recommended readings**


Course Code    PHRM51033
Title            Introduction to People Management
Status:          core

Learning outcome On completion of this course unit students should be able to

(a) Obtain an overview of HRM as an approach to advance learning, (b) View the
evolution of HRM and to develop an overview on HRM management process (c).
Identify the basic functions of HRM, (d) Understand various standard documents used
in HRM

Contents:       Introduction: Defining HRM; Role of HRM; Importance of HRM; Challenges of
HRM, Historical Development of HRM, Approaches of HRM, Human Resource
Management and Personnel Management, Roles of HR Managers, Very Brief
Introduction to HRM Functions: Job Design, Job Analysis, Job Description and
Specification, HR Planning/Personal Planning, Attraction, Selection, Recruitment,
Induction, Training and Development, Performance Appraisal, Time and Attendance,
Leave Management, Salary Administration, Employee Movements, Discipline
Handling, Managing Health and Safety, Grievances Handling, Knowledge
Management, Reward Management, Transport Management, Comprehensive Study
on Job Description and Specification, Introducing Various Documents/Formats/Forms
Used in HRM Functions, for Example, Interview Calling letter, Appointment Letter,
Warning Letters, Employee Termination Letters, Job Application Form, Leave
Application Form, etc

Methodology   Lectures, Discussions, Presentations, Case Studies and Tutorials

Assessment    End semester examination - 60%, Assignments – 40%, one of the assignments may
sometimes be replaced by a mini test or a presentation

Recommended readings

   New Delhi.
   Edition, Kogan Page India, New Delhi
   New York, USA
7. People Management, http://www.peoplemanagement.co.uk/pm/
Course Code    PHRM 51043
Title            Socio-Psychological Aspects of the Organization
Status           Core

Learning outcome   On completion of this course unit students should be able to:

(a) Define sociology and psychology and its behavior, (b) Understand human
behavior in organizations and work settings, (c) Understand more about the personal
well being of employees, (d) Aware about the human and social relationships, (e)
Apply knowledge to solve real problems in the world of work,

Content

Module 1 Sociology: Sociology and Other Social Sciences, Sociological
Perspectives, Society and Community, Culture Socialization and Social Interaction,
Social Groups, Social Change, Sociology at Work, Socialization and Organizational
Culture, Social Groups, Groups in Organizations, Power and Politics, Society, Social
Inequality and Class Formation, Discriminations, Gender Issues, Social Change,
Business and The Globalization, Diversity, Managing Diversity

Module 2 Psychology: Introduction to Psychology, Assessment of Job Performance –
People, the Individual and the Organization, Leadership and Owner in Organization,
Personality, the Work Environment, Psychological Approach in Management,
Personality and Individual Differences, Learning and Learning Involved in Training
and Development, Industrial Perception, Intelligence, Motivation and Motivational
Issues in Organizations, Behavioral Psychology,

Methodology        Lectures, Discussions, Presentations, Case Studies Tutorials

Assessment        End semester examination - 60%, Assignments – 40%, one of the assignments may
sometimes be replaced by a mini test or a presentation

Recommended readings

   Publishing
   Limited, New Delhi.
7. Contemporary Sociology (2007), By American Sociological Association, JSTOR
   (Organization)
8. Sociology and Social Research (2007), Published by University of Southern
   California
Course Code       PHRM 51053
Title              Managerial Communication
Status             Core

Learning outcome  By the end of the course, the students will be able to:
1. initiate conversations: meet and greet people, make small talk, introduce self and others
2. conduct meetings
3. make effective presentations
4. initiate and respond to professional correspondence (e-mails, letters, short reports)
5. use markers of politeness appropriately
6. provide opinions on business related matters
7. use mechanics of writing effectively (spelling, punctuation, syntax)
8. identify and avoid common errors in pronunciation

Content           i. Communication strategy (communicator, message, audience, channel choice, culture)
                  ii. Macro issues in writing (structural signposts for connectivity, effective paragraphs)
                  iii. Micro issues in writing (editing for brevity, choice of style)
                  iv. Speaking: verbal structure (tell/sell presentations, question & answer sessions)
                  v. Speaking with visual aids (presentation design, selecting equipment)
                  vi. Non-verbal skills (delivery skills, listening skills)
                  vii. Team work: understanding team dynamics, assigning roles, developing team
                  viii. Cross-cultural communication

Methodology       Seminars, Lectures, Presentations

Assessment        Written Assignments 40% (either individual or team or both)
                  Speech Assignments 60% (either individual or team or both)

Recommended Readings


Course Code  PHRM52063

Title  Administering People in Business

Learning outcome: On completion of this course unit students will be able to

(a) Define and Understand How to Acquire, Retain, and Utilize Human Resources Effectively, (b) Understand Strategies for Handling and Undertaking HRM Functions like Recruiting, Selecting and Sustaining Human Resources, and to develop the ability to design and implement HR policies for utilizing HR productively.

Content: Introduction to Employee Resourcing, Job Analysis and Design, Attraction, Selection and Recruitment (including interviewing, testing), Induction and Orienting, Employee Record keeping, Time and Attendance, Leave Management, Human Capital, Talent Management, Release from the Organization (termination, handling LT causes, exit interviews) Salary Administration, Compensation and Wages, Employee Movements

Methodology: Lectures, Discussions, Presentations, Case Studies and Tutorials

Assessment  End semester examination - 60%, Assignments – 40%, one of the assignments may sometimes be replaced by a mini test or a presentation

Recommended readings


Course Code: PHRM52073

Title: Legal Aspects of Managing People

Learning outcome: On completion of this course unit students will be able to

(a) Understand the importance of labour rules and procedures related to HRM. 
(b) Gain knowledge and understanding about the laws related to labour and industry and also 
(c) To apply different labour rules and regulations in resolving practical labour issues.

Content: History of Industrial Relations, Contract of Employment, Type of Employment, 
Industrial Dispute Act, (Conciliation, Arbitration, 

Industrial Disputes; Labour Tribunals, Labour Court, Collective Agreements, Rules 
of Law and Natural Justice, Shop and Office Employees Act, Employment Security; 
Payment of Gratuity Act, Wages Boards Ordinance, Employees’ Provident Fund, 
Employees Trust Fund, Trade Unions Ordinance, Industrial Relation; Trade Union 
of Women, Young Persons And Children Act, Workmen’s Compensation Ordinance, 
Foreign Employment Act, International Labour Standards

Methodology: Lectures, Discussions, Presentations, Case Studies and Tutorials

Assessment: End semester examination - 60%, Assignments – 40%, One of the assignments may sometimes be replaced by a mini test or a presentation

Recommended readings:

The Employers’ Federation of Ceylon.
Duke University Press, North Carolina, USA.
3. “Understanding Labour Law” (2002)” Ministry of Employment and Labour, 
Sri Lanka.
5. Ordinance and Acts related to relevant topics
6. Sri Lanka Labour gazette
7. World Employment Reports (Various),ILO Geneva
Asia”, ILO, Geneva
9. International Labour Review
Course Code: PHRM52083

Title: Human Resource Information Management

Status: Core

**Learning outcome:** On completion of this course unit students will be able to

(a) Gain knowledge on the IT and IT infrastructure needed for today’s business management. (b) Understand the possible areas of HRM where IT is applicable, (c) To design IT infrastructures for HRM, and to manage HRIS

**Content:**

**Introduction to Computer and Information Systems (IS):** Managing Hardware, and Software Assets, ISs at Work: Examples, their Features, Tasks, technology and Architecture, etc

**Different Management Levels and their Information Requirements:** Operational Level, Knowledge Level, Managerial Level, Executive Level,


HRM and its Different Functions, Technological Revolution of HR Profession and its Impact on the Organization, Basic Computer Applications in People Management, Human Resource Information Systems (HRIS), **Different Modules of a HRIS:** Group 1: Employee Administration, Time and Attendance, Payroll, Leave Management, Group 2: Performance Management, Benefits Management, Employee Self Service, Intranets, and other Applications. **Use of ISs in Training and Development:** Computer Based Training (CBT), Internet Based Training (IBT), e-learning, Hands on Training on HRIS. Overview of HRIS Applications in Sri Lanka, Jobs in eHRM (of data entry operator, payroll clerk, system analyst, manager, trainer duties/qualification of the preceding jobs), Various Internet Resources Related to HRM

**HRIS implementation:** Requirement Analysis, Design and Development (in-house, Outsourcing, Purchasing), Issues Related to Acquiring and Maintenance of HRIS. Enterprise Resource Planning Systems (ERP) vs. HRIS

**Methodology:** Lectures, Discussions, Presentations, Case Studies and Tutorials

**Assessment:** End semester examination - 60%, Assignments – 40%, One of the assignments may sometimes be replaced by a mini test or a presentation
Recommended readings


3. www.hSenid.com


5. IHRIM, http://www.ihrim.org/

6. www.orangeHRM.com
Course Code     PHRM52093

Title     Economic Aspect of Human Behavior

Status:     Core

Learning outcome     On completion of this course unit students will be able to
(a) Gain a profound understanding of the factors affecting to the labour supply and demand and the determination of wages in the labour market. (b) Understand the behavior of the labour market, (c) Analyze the nature of Sri Lankan labour market and (d) Apply such knowledge in human resource planning and management.


Methodology     Lectures, Discussions, Presentations, Case Studies and Tutorials

Assessment:     End semester examination - 60%, Assignments – 40%, One of the assignments may sometimes be replaced by a mini test or a presentation

Recommended Reading:


3. Journal of Labour Economics - Published for Society of Labor Economists, Economics Research Center/ NORC, 
   http://www.journals.uchicago.edu/toc/jole/current
Course Code PHRM52103

Title Maintaining People in Business

Status Core

Learning outcome On completion of this course unit students should be able to

(a) Acquire advanced knowledge and skills essential for managing and maintaining people at work towards enhancement of harmonious and conducive working environment, (b) Identify the important functions of Maintaining People in Business, (c) Understand the importance of dealing discipline & grievance issues within the work place, comply with legislation and understand it impacts on employee motivation, productivity and business costs, (d) Conduct a disciplinary investigation, (e) Understand and manage company’s welfare administration policy and programmes effectively

Content


Methodology Lectures, Discussions, Presentations, Case Studies and Tutorials

Assessment End semester examination - 60%, Assignments – 40%, One of the assignments may sometimes be replaced by a mini test or a presentation
Recommended Reading


Research Articles:


Course Code: MHRM 61102

Title: Human Resource Development

Status: Compulsory

Learning Outcome: On completion of this course unit students should be able to

(a) Obtain an overview of human resource development concepts and practices
(b) understand concepts and functions of performance management systems
(c) Apply the knowledge for designing and implementing training and development and performance management programmes, and to evaluate the impact of them


Methodology: Lectures, Discussions, Presentations, Case Studies and Tutorials

Assessment: End semester examination - 60%, Assignments – 40%,

Recommended Readings

Learning outcomes  On completion of this unit students should be able to,

a) apply such knowledge to understand and monitor human behavior,
b) develop the ability to shape behavior for productivity and c) acquire skills for resolving problems of human behavior effectively.

Contents

Personality: Definitions, The Big Five Model, Matching Personality and Jobs. Perception, Learning, Reinforcement, Employee Recognition and Involvement Programme, Motivation, Group Dynamics, Teams, Organizational Culture, Organizational Change and Development, Culture, Barriers to High Performance, Leadership

Methodology Lectures, Discussions, Presentations, Case Studies and Tutorials

Assessment End semester examination - 60%, Assignments – 40%,

Recommended readings


Course code  MHRM 61302
Title  Strategic HRM
Status  Compulsory

Learning outcomes  On completion of this course unit, students should be able to;
(a) gain an understanding of key concepts in Strategic Human Resources Management (SHRM), (b) to create a strategic fit between HR strategies and the business strategies, (c) understand the global view of internationalization of Human Resource Management, (d) develop the competency on IHRM issues in international settings

Contents  Basic Concepts in Strategy and Strategic Management, Types of Strategic Planning; Human Resources Strategy and Business Strategy: Strategic HRM Models, HR Manager’s Strategic Role, and HR Scorecard in Strategic HRM Implementing HR Strategies: Emerging Trends and Concepts in SHRM, Quality management and Knowledge management as an strategic approach

Methodology  Lectures, Discussions, Presentations, Case Studies and Tutorials
Assessment  End semester examination - 60%, Assignments – 40%

Recommended Reading
Course Code  MHRM 61402
Title  International HRM
Status  Compulsory

Learning outcomes  On completion of this course unit student should be able to

(a) understand the global view of internationalization of Human Resource Management, (b) develop the competency on IHRM issues in international settings

Content  Overview of IHRM, Internationalization and HRM, International HRM Approaches, Expatriate Failure, Management of Expatriates, Expatriate Recruitment and Selection, Expatriate Performance Management, Expatriate Training and Development, International Labour relations.

Methodology  Lectures, Discussions, Presentations, Case Studies and Tutorials

Assessment  End semester examination - 60%, Assignments – 40%

Recommended readings

**Course Code**  MHRM 61504

**Title**  Research Methodology

**Status:**  Compulsory

**Learning outcome**  On completion of this course unit students should be able to

(a) Obtain an overview understanding of business research methods, techniques and reporting results (b) differentiate among various research methods (c) use statistics and computer applications for analyzing research data (c) Formulate a research proposal and to write an effective research report.

**Content**

Introduction to research, Different research methods: experimental, co relational, naturalistic studies, surveys, case studies, ethnographic, etc. Qualitative, quantitative, descriptive, explanatory, deductive, and inductive research approaches. Literature survey and review, Conceptualization and operationalization, Statistical techniques for researches., Statistical Software application ;SPSS, MINITAB,etc. Research report writing, Formulation of a research proposal.

**Methodology**  Lectures, Discussions, Presentations, Case Studies and Tutorials

**Assessment**  End semester examination - 60%, Assignments – 40%,

**Recommended readings**

Course Code    MHRM 62606
Title    Internship Training
Status:    Compulsory

Learning outcome    On completion of this course unit students should be able to
(a) Obtain a practical experience on executing HRM functions such as recruitment and selection, training, attracting and orienting employees, etc (b) understand how the theoretical knowledge obtained in the classroom is applied into the practice

Content    Students are required to work in a selected firm/organization in areas of HRM. The student, employer and a programme coordinator must agree on the terms of the internship. The programme coordinator ensures that the student will work on projects that contribute to the student’s educational experience.

Methodology    Candidates are required to gain the training by working in an organization selected. The training will cover 480 hours duration throughout a period of six months on the basis of 8 hours a day for 10 days per month.

Assessment    Submitting a report by the candidate is required that follows specifications given by the department on completion of the internship. The department may deploy suitable personal to inspect the training of each candidate at the relevant place of work. The final evaluation is based on the report submitted followed by a viva-voce examination.
Course Code: MHRM 62706
Title: Work Based Project
Status: Compulsory

**Learning Outcome**  On completion of this course unit students should be able to

(a) Understand how a project is conducted successfully (b) successfully conduct any project related to managing people in any firm selected.

**Content**

Preparing policy manuals and procedures, HRM software, job analysis, design implementing and evaluation of a training programme or a performance management scheme, resolve an issue related to people management, etc, for a firm selected can be done as a project under this course unit. The project has to be guided by an appointed supervisor and to be completed within six months period. It has to be proved that the conducted project is a new one which have never used before by the particular firm. The project has to be selected after consulting the course coordinator and no project accepted which would have not approved. A project proposal has to be submitted by the student in advance that include objectives, purpose, time schedule, activities, etc

**Methodology**

Candidates are required to conduct the project themselves within a period of six months, under the guidance of a supervisor appointed. Any other requirements or terms will be announced at the time of the commencement of the course unit.

**Assessment**

Method of assessment will vary depending on the situation, however, basically it requires submit a written report followed by a viva-voce examination, and any other method decided by the course coordinator depending on the situation which will be announced at the time of commencement.

**Recommended Readings**

1. Schwalbe, K. Introduction to Project Management
5. Journal of General Management
Course Code      MHRM 62806
Title            Literature survey
Status:          Compulsory

Learning outcome  On completion of this course unit students should be able to

(a) gain experience in completing a literature survey in the field of HRM or a related field. (b) gain a deep understanding about a particular area by doing self studies (c) conduct independent investigations about a particular issue and build up alternatives

Content

Students are required to collect, read, study, and synthesize the literature and analyze results in a chosen field. The field and the area and its depth have to be approved by and selected with prior consulting the course Coordinator.

Methodology

Studying the literature by means of collecting, reading, analyzing, synthesizing, and summarizing

Assessment

The literature must be presented as a report, which must not be part of other reports, assignments, and/or Thesis's submitted in the same programme or other programmes. The report will be followed by a viva-voce examination. Specifications of the report and the viva will be announced at the time of the commencement of the course.

Recommended Readings

Course Code       PHRM 62918
Title             Thesis
Status:           Compulsory

Learning outcome

Students will be able to develop their knowledge of scientific methods and to apply it to plan conduct and present their work independently. They also be able to develop skills in critical thinking and research methods. Candidates will come up with a deeper level of theoretical study with in a chosen area of HRM or a related discipline.

Content

It is required to conduct a research on a chosen topic of HRM or related discipline approved by the department under the guidance of a supervisor appointed within a period of six months, comply with the specifications provided by the department.

Methodology

By the end of the first semester of the second year students those who wish to select this subject should submit a Research proposal of not more than 1500 words. The proposal is to be reviewed by a panel and may sometimes make suggestions if required. A supervisor will be appointed. Any other information required will be informed to the student at the beginning or while doing the research.

Assessment

It is required that the candidate should be able to write and defend an independent work.
Thesis with words not less than 25,000 and not more than 30,000 in the main text has to be submitted by the candidate. It should be comply with the standards specified by the department at the commencement of work. A viva voce examination based on the Thesis submitted will be held.
3.8 Course Evaluation

Students absorbed to the Masters programme will be evaluated through continuous assessments and end semester examinations in respect of core course units within the framework of rules and regulations approved.

Method of evaluating the elective course units is given within the respective course units.

1. Evaluation of a Course Unit

For Compulsory course units students’ performance will be evaluated through continuous assessments and written examinations. The method of overall testing of a course unit will be announced by the department of HRM, at the commencement of each course unit.

2. Testing of the Course Unit (Thesis)

The primary requirement of the dissertation is to write and to defend an independent work

3. Grading System

Marks obtained in respect of a course unit will be graded according to a 12-category system shown below:

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<thead>
<tr>
<th>Range of Marks</th>
<th>Grade</th>
<th>Grade Point Value</th>
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<td>70-84</td>
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<tr>
<td>45-49</td>
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Students are required to complete all course units that they have registered for. If they fail to produce valid reasons for not completing a particular course unit a grade of ‘E’ will be given.

4. Grade Point Average

The overall performance of the students is assessed by calculating the Grade Point Average. Grade Point Average (GPA) is the Credit-Weighted Arithmetic Mean of the grade point values, i.e., the GPA is determined by dividing the sum of the products of the credit value and the grade point value of each of the subject. GPA shall be computed to the second decimal place.

5. Credit:-

A credit is a time based measure and one credit is equal to a 15 number of contact hours on the basis of one hour per week during a period of 15 weeks or in a semester. A contact hour may be a lecturing hour or an hour of discussion, field study, presentations, practical sessions, self-study, reading, researching, report writing or any other appropriate activity for learning and teaching.

Criteria for Awarding MHRM and PGDHRM

1. Awarding MHRM

1. Pass

A student registered for the MHRM will be awarded the MHRM if he/she satisfies all the following requirements mentioned

(i) Obtain grade C or better in each of the core course units of the first year of studies aggregating to 30 credits. This is not required by the students those who are exempted from first year of studies.

(ii) Obtain grade C or better in each course unit in the second year aggregating to 30 credits.

(iii) Obtain a minimum GPA of 2.70 for first year and second year course units aggregating to 60 credits. Students those who are exempted from first year of studies should satisfy this requirement only for 30 credits from the second year of studies

(iv) Obtain a grade of B- or better for optional course units of the second year aggregating to 18 credits

(v) Satisfy the above mentioned requirements (i), (ii) (iii) and (iv) within a maximum of 08 semesters or four years. Students those who are exempted from first year of studies should satisfy the requirements within two academic years.
II. Merit Pass

A student registered for the MHRM will be awarded the MHRM if he/she satisfies all the following requirements mentioned

(i) Obtain grade A or A+ in each of the core course units of the first year of studies aggregating to 30 credits. Students who are exempted from first year studies should have obtained a merit pass for PGDHRM.

(ii) Obtain grade A or A+ for second year course units aggregating to 30 credits.

(iii) Satisfy the above requirements within four semesters or two years. Students those who are exempted from first year of studies should satisfy the requirements within two semesters or one year.

Note:-

PGDHRM offered to any student will be withdrawn at the time of offering the MHRM. No one is allowed to hold both qualifications.

Any student already possessing PGDHRM offered by the University of Kelaniya, Sri Lanka should express his/her consent to the Registrar of the University of Kelaniya for the University to cancel the PGDHRM offered to the student and the student should agree to refrain from using it further and should submit back any certificates or transcripts related to PGDHRM, back to the University before offering the MHRM.

2. Awarding PGDHRM

Students, those who have completed first year of studies with minimum 30 credits could apply for Postgraduate Diploma in Human Resource Management (PGDHRM) if they are willing to obtain Postgraduate Diploma. Once application is brought forward for PGDHRM applicant is not eligible to apply for the Master’s Degree. Application forms for this purpose could be obtained from the department of HRM

I. Pass

A candidate applied for the diploma will be awarded PGDHRM with Pass if he/she satisfies all the following requirements.

(i) Obtain grade C or better in each of the course units of first year, aggregating to 30 credits

(ii) Obtain a minimum GPA of 2.70 for first year course units

And

(iii) The relevant requirements should be satisfied within two academic years.
II. Merit Pass

A candidate applied for the diploma will be awarded PGDHRM with Merit Pass if he/she satisfies all the following requirements.

(i) Obtain grade A or above in each of the first year course units aggregating to 30 credits,

(ii) Obtain a minimum GPA of 4.00 for first year course units aggregating to 30 credits

And

(iii) The relevant requirements should be satisfied within a period of one academic year

Re-sit Examination

A student who obtained a grade below B- in a particular course unit may re-sit the examination in respect of that course unit for the purpose of improving the grade; however, the best grade obtainable in this instance is B-