

# 6

## DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

## 6.1 Introduction

We are a national arm that has pioneered education of Human Resource Management in Sri Lanka with notable landmarks: start of Bachelor of Business Management (Human Resource Management) degree in 1995; start of nation's first postgraduate diploma in HRM and Master of Human Resource Management degree, in 2006 and 2010; launching the first HRM journal in 2004 while providing leadership for many innovative events. Further, we contributed to the development of the Management profession by offering Bachelor of Business Management General (External) Degree Programme for external students commencing from 1999 and Higher Diploma in HRM since 2015. Further, the Department of Human Resource Management gets the credit for organizing the first national summit on 'People Management' with the theme of "arousing a new praxis of people management for creative development" and continue it as the "HR Summit".

We dream to shape our future as the "true HR value provider in terms of research, education and consultancies" while defining our audience in a nontraditional way to include all relevant stakeholders going beyond private and public organization where the demand is created for people management and people development. Thus we promise to deliver to be the best choice of industries demand for HRM graduates; the nation's first choice for HRM postgraduate studies; and the cost effective HR solution provider for organizations. We value our dynamic talents, performing culture and academic leadership as the competitive strengths in the realization of our dream. Our department comprises of well qualified academics, with professors, doctoral academics and academics with masters qualifications to ensure the quality of teaching and learning activities. With its high caliber delivery, the department could win the award for the most outstanding researcher of the faculty, awarded by the Vice Chancellor in 2014, 2015 and 2016 consecutively and while intended to secure its place on 2018 as the second place. Together with it's proud to be publicized that the department has earned all the three Vice Chancellor awards for the early career researchers among the faculty in 2018 and first two places in 2019 too.

Our curricular focuses on student development through its course work and extracurricular events. Action Learning projects, industry based assignments, workshops and special skills projects are powerful means that we use to develop students' skills and competencies. AHEAD ( Association of Human Resource Escalation and Development), our students arm is the platform for HRM students to plan, organize and implement their activities in organizing Socio Emotional learning ( SEL) projects, Students' talent shows, industry collaborative events and other skill based students activities. Further , our department focuses on fostering and bringing research driven culture among our undergraduates by conducting HRM student research symposium annually, having pioneered to introduce the students' dissertation into the curriculum in the faculty since 1995. Besides each year the department offers three gold medals for the highest achievement among students such as for the highest GPA, outstanding performance and the HR student of the year.

### *Vision and Mission of the Department*

The vision of the department is *"To be the best branded HR Solution Provider in Sri Lanka"* with its mission of *"being the nation's choice for HRM research & consultancies, industries' first choice for HRM graduates and professionals' and the best choice for HRM/HRD postgraduate studies"*.

## 6.2 Administration



**Head of the Department**

**Dr. M. P. N. Janadari**

B.B.Mgt. (HRM) (Kel'ya), M.Sc.(Mgt) (USJ), Ph.D  
(UUM-Ma'isia)

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### 6.3 Academic Staff and Non Academic Staff




#### Academic Staff

Profile	Name	Position
	<b>Dr. M. P. N. Janadari</b> B.B.Mgt. (HRM) (Kel'ya), M.Sc.(Mgt) (USJ), Ph.D (UUM-Mal'sia)	Senior Lecturer - Gr. I Head of the Department
	<b>Prof. (Ms.) Prasadini N. Gamage</b> B.Sc. (Bus.Ad.) (USJ), M.Sc. (Mgt.) (USJ), Ph.D (MSU-Mal'sia), Attorney at Law	Professor
	<b>Prof. K. A. S. Dhammika</b> B.B.Mgt. (HRM) (Kel'ya), M.Com. (Kel'ya), PGD in Bus. Stat. (USJ), PG Cert.in HRM (PIM), Ph.D in Mgt. (UUM - Mal'sia), MIM (SL)	Professor
	<b>Prof. A. Chamaru De Alwis</b> B.Sc. (Bus.Ad.) (USJ), M.Sc. (Mgt.) (USJ), Ph.D (Tomas Bata - Zlín, CZ)	Professor
	<b>Dr. I. Welmilla</b> B.Com. (USJ), M.Com. (Kel'ya)	Senior Lecturer - Gr. I
	<b>Mr. M. D. P. Pieris</b> B.Sc. (C'bo), M.Phil. (Comp.Sci.) (Kel'ya), PGD in Comp.Tech. (ICT - C'bo)	Senior Lecturer - Gr. I
	<b>Dr. D. U. Mohan</b> B.B.Mgt. (HRM) (Kel'ya), MBA (PIM - USJ), Ph.D (HRD) (UPM - Mal'sia)	Senior Lecturer - Gr. I
	<b>Ms. W. A. S. Weerakkody</b> B.B.Mgt. (HRM) (Kel'ya), M.Sc. in Mgt. (USJ), Reading for Ph.D (Swinburn University- Australia)	Senior Lecturer - Gr. I (on Study Leave)
	<b>Ms. W. M. S. K. Wanigasekera</b> B.Com. (Perad'ya), M.Phil. (Perad'ya), Reading for Ph.D (QUT- Australia), HNNDM	Senior Lecturer - Gr. II (on Study Leave)

10.		<b>Ms. Y. M. S. W. V. Sangarandeniya</b> B.B.Mgt. (HRM) (Kel'ya), M.Sc. (Mgt.) (USJ), MAAT, HNDA, HNDE, ACA	Senior Lecturer - Gr. II
11.		<b>Dr. R. A. I. C. Karunarathne</b> B.B.Mgt. (HRM) (Kel'ya), M.Sc. (Mgt.) (USJ), Ph.D (Georg August-Germany), CMA (PII), Dip. (Psychology), Ad. Dip. in Acc. & Bus.	Senior Lecturer - Gr. II
12.		<b>Ms. J. A. C. B. Jayasinghe</b> B.B.Mgt. (HRM) (Kel'ya), MBA (C'bo), Diploma in Counseling, Associate member of SLNIP, Reading for Ph.D (University of Surrey –UK)	Senior Lecturer - Gr. II (on Study Leave)
13.		<b>Ms. P. Wijewantha</b> B.Sc. (HRM) (USJ), MBA (C'bo), Reading for Ph.D (MSU-Mal'sia), Associate Member CIPM, ACCA Part qualified	Senior Lecturer - Gr. II
14.		<b>Ms. H. M. Nishanthi</b> B.B.Mgt. (HRM) (Kel'ya), MBA (PIM - USJ), CI- MA Part qualified	Senior Lecturer - Gr. II
15.		<b>Mr. G. H. B. Arjun De Silva</b> B.Sc. (Bus. Ad.-IS) (USJ), MBA (PIM - USJ), Read- ing for Ph.D (Moratuwa) MAAT, CBA	Senior Lecturer - Gr. II (on Study Leave)
16.		<b>Ms. H. M. S. V. Silva</b> B.B.Mgt. (HRM) (Kel'ya), MBA (C'bo)	Senior Lecturer - Gr. II
17.		<b>Ms. R. K. N. D. Darshani</b> B.Sc. (Bus. Mgt.) (SUSL), MBA (PIM - USJ)	Senior Lecturer - Gr. II
18.		<b>Ms. T. J. R. Thisera</b> B.Sc. (HRM) (USJ), MBA (C'bo)	Senior Lecturer - Gr. II

19.		<b>Mr. T. D. Weerasinghe</b> B.Sc. (HRM) (USJ), MBA(PIM-USJ)	Senior Lecturer - Gr. II
20.		<b>Ms. S. M. D. Y. Jayarathna</b> B.B.Mgt. (HRM) (Kel'ya), MBA (C'bo)	Senior Lecturer - Gr. II
21.		<b>Ms. Dinithi Padmasiri</b> B.B.Mgt. (HRM) (Kel'ya), MBA - (PIM-USJ), Dip. In Counseling, High Dip. In Psychotherapy, Reading for Ph.D (New South Wales- Australia)	Senior Lecturer - Gr. II (on Study Leave)
22.		<b>Ms. W. G. S. Mahalekamge</b> B.B.Mgt. (HRM) (Kel'ya), MBA (PIM-USJ), Dip. In Counselling and Psychology	Lecturer (Probationary)
23.		<b>Ms. G. R. Preena</b> B.B. Mgt (Special) HRM (Kel'ya), Reading for MHRM (Kel'ya), AAT Passed Finalist	Lecturer (Probationary)
24.		<b>Ms. V. M. Gunesekara</b> B.Sc HRM (Special) (USJ), Reading for MBA (PIM - USJ), Dip. In Psychology ( ACHE)	Lecturer (Probationary)
25.		<b>Ms. M. D. Rasika Harshani</b> B.B. Mgt (Special) HRM (Kel'ya), CIMA Part qualified, Reading for MBA (PIM-USJ)	Lecturer (Probationary)
26.		<b>Ms. Virangi Mendis</b> B.B. Mgt. (SP) HRM (Kel'ya), CBA, Diploma In Business IT, Reading for MHRM (Kel'ya)	Lecturer (Probationary)
27.		<b>Ms. Vimansha Ranasinghe</b> B.Sc. HRM (SP) (USJ), MBA(PIM-USJ), ICASL Part qualified, National Dip. In Counselling	Lecturer (Probationary)
28.		<b>Ms. E. Rebecca</b> B.B. Mgt. (SP) HRM (Kel'ya), AAT Passed Finalist, CBA II, Reading for MBA (PIM-USJ)	Lecturer (Probationary)

**Non Academic Staff**

Profile	Name	Position
1. 	<b>Ms. J. A. D. S. Gunawardhana</b> M.A. (Kel'ya), B.A. (Kel'ya)	Staff Management Assistant
2. 	<b>Ms. S. Mandalawaththa</b> M.A. (Kel'ya), B.A. (Kel'ya)	Staff Management Assistant
3. 	<b>Mr. W. S. P. K. Gunarathne</b>	Works Aide - Gr. II

## 6.4 Structure of the Degree Programme

Our degree curriculum for the B.B.Mgt (Special) Degree in Human Resource is a uniquely designed to give the most possible avenues for student employability.

### Bachelor of Business Management (Special) Degree in Human Resource

Course Code	Title of the Course Unit	Status
<b>LEVEL 1: SEMESTER I</b>		
BHRM 11213	Principles of Management	Core
BHRM 11223	Mathematics for Business	Core
BHRM 11233	Business Accounting	Core
BHRM 11242	Information Technology	Core
BHRM 11252	Business Economics I	Core
BHRM 11262	Principles of Psychology and Sociology	Core
<b>LEVEL 1: SEMESTER II</b>		
BHRM 12214	Introduction to Human Resource Management	Core
BHRM 12224	Business Statistics	Core
BHRM 12233	Business Law	Core
BHRM 12242	Business Economics II	Core
BHRM 12252	Entrepreneurship Management	Core
<b>LEVEL 2: SEMESTER I</b>		
BHRM 21214	Human Resource Administration	Core
BHRM 21223	Total Quality Management	Core
BHRM 21232	Organizational Studies	Core
BHRM 21242	Managerial Skills Development	Core
BHRM 21253	Labour Economics	Core
DELT 21532	Advanced English for Commerce and Management Studies	Core
<b>LEVEL 2: SEMESTER II</b>		
BHRM 22213	Financial Management	Core
BHRM 22223	Marketing for HR Managers	Core
BHRM 22232	Management Information Systems	Core
BMKT 22012	Applied Digital Marketing	Auxiliary*
BACC 22712	Corporate Reporting for Decision Making	Auxiliary*
BCOM 22902	Creativity and Innovation	Auxiliary*
BFIN 22562	Personal Finance	Auxiliary*
BHRM 22512	Organisational Leadership	Optional

BHRM 22522	Organizational Counselling	Optional
BHRM 22532	Quantitative Techniques	Optional
BHRM 22542	Communication for Human Resource Management Professionals	Optional
<b>LEVEL 3: SEMESTER I</b>		
BHRM 31214	Employment Law & Industrial Relations	Core
BHRM 31233	Organizational Behaviour	Core
BHRM 31242	Industrial Psychology	Core
DELT 31522	English for Commerce & Management Professionals	Core
BHRM 31512	Project Management	Optional
BHRM 31522	Team Management	Optional
BHRM 31532	Techniques in Training and Development	Optional
BHRM 31542	International Management	Optional
<b>LEVEL 3: SEMESTER II</b>		
BHRM 32213	Strategic Management	Core
BHRM 32223	Human Resource Preventive Management	Core
BHRM 32233	Research Methodology	Core
BHRM 32242	Human Resource Information System	Core
BHRM 32512	Business Plan Development	Optional
BHRM 32522	Conflict Management & Negotiation Skills	Optional
BHRM 32532	Ethics in Human Resource Management	Optional
BHRM 32542	Rewards Management	Optional
<b>LEVEL 4: SEMESTER I</b>		
BHRM 41214	Human Resource Development	Core
BHRM 41223	Strategic Human Resource Management	Core
BHRM 41232	Human Resource Management Application Skills	Core
BHRM 41242	International Human Resource Management	Core
BHRM 41252	Seminars in Contemporary Human Resource Management	Core
<b>LEVEL 4: SEMESTER II</b>		
BHRM 42233	Organizational Change and Development	Core
BHRM 42242	Human Resource Metrics and Analytics	Core
BHRM 43216	Dissertation	Core
BHRM 43226	Internship	Core

Dissertation (BHRM 43216), Management/ Human Resource Management Internship/ Business Plan Implementation (BHRM 43226) spreads throughout the year (Level 04) and will be evaluated in Level 04 – Semester II.

*\* In the Level 2 Semester II, students are required to select an auxiliary course offered by the other four departments of the faculty. Further, the Department of HRM offers the subject Career Planning for the other four department as its' Auxiliary course.*



Optional course units are offered in Level 02 and Level 03. Students should complete 04 credits in Level 02 – Semester II, 04 credits in Level 03- Semester I, and 04 credits in Level 03 – Semester II.

Following are the auxiliary subjects offered by the other departments from which students should select one course unit out of the given four course units based on their preferences.

**Auxiliary Course Units Offered by Others Departments**

Department	Course Code	Course
Department of Accountancy	BACC 22712	Corporate Reporting for Decision Making
Department of Commerce and Financial Management	BCOM 22902	Creativity and Innovation
Department of Finance	BFIN 22562	Personal Finance
Department of Marketing Management	BMKT 22012	Applied Digital Marketing

Out of the above course units, following are identified as the main HRM subjects.

**Main HRM Course Units**

Course Unit No	Course Name
BHRM 12214	Introduction to Human Resource Management
BHRM 21214	Human Resource Administration
BHRM 32223	Human Resource Preventive management
BHRM 41223	Strategic Human Resource Management
BHRM 41214	Human Resource Development
BHRM 41242	International Human Resource Management
BHRM 42242	Human Resource Metrics and Analytics
BHRM 41252	Seminars in Contemporary Human Resource Management

**Credit Value Distribution of the Degree**

Level & Semester		Course Unit Status			Total credits	
Level	Semester	Core credits	Optional credits	Auxiliary credits	Semester credits	Level credits
Level 1	I	15	0		15	30
	II	15	0		15	
Level 2	I	16	0		16	30
	II	08	04	02	14	
Level 3	I	11	04		15	30
	II	11	04		15	
Level 4	I	13	0		13	30
	II	17	0		17	
<b>Total</b>		106	12	02	120	120

As indicated in the Table, students should earn 120 credits to complete the degree. These 120 credits includes 30 credits earned in each 04 levels. Students are required to select any 02 optional course units in Level 2 – Semester II, Level 3 – Semester I and II, in addition to the core course units. Further, in Level 2 – Semester II, student should earn 02 credits from the auxiliary course units offered by the other four departments in the faculty.

**Grading System:** Marks obtained in respect of a course unit will be graded according to the criteria approved by University Grant Commission, Sri Lanka.

Range of Marks	Grade	Grade Point Average
85-100	A+	4.00
70-84	A	4.00
65-69	A-	3.70
60-64	B+	3.30
55-59	B	3.00
50-54	B-	2.70
45-49	C+	2.30
40-44	C	2.00
35-39	C-	1.70
30-34	D+	1.30
25-29	D	1.00
00-24	E	0.00

Students should complete all course units that they registered for and if they fail to produce valid reasons for not completing a particular course unit a grade of 'E' will be given.

**Grade Point Average (GPA):** GPA is the credit-weighted arithmetic mean of the Grade Point Values. GPA is determined by dividing the total credit-weighted Grade Point Value by the total number of credits and it shall be computed to the second decimal place.

For an example, a student who has completed five course units each of four credits and two course units each of two credits with grades A,C,B+,D,C+,B and B, A+ respectively would have the GPA.

$$\begin{aligned}
 & \frac{4 \times 4.0 + 4 \times 2.0 + 4 \times 3.3 + 4 \times 1.0 + 4 \times 2.3 + 2 \times 3.0 + 2 \times 4.0}{4 + 4 + 4 + 4 + 4 + 2 + 2} \\
 & = \frac{16.0 + 8.0 + 13.2 + 4.0 + 9.2 + 6.0 + 8.0}{24} \\
 & = \frac{64.4}{24} \\
 & = 2.6833 = 2.68
 \end{aligned}$$

**Re-sit Examination:** A final year student who obtains a grade below C (e.g., C-, D+, D or E) in a particular course unit at Level 4 – Semester II examination may re-sit the examination in the next academic year (in Semester I) of that course unit(s) for the purpose of improving the grade; the best grade obtainable in this instance is 'C'. In the event a student who obtains a lower grade while attempting to have a better grade, he/she will be entitled to the higher grade. Continuous assessment marks for a repeat student will not be carried forward instead the student will be evaluated solely based on the marks obtained at the end-semester examination. Students who are sitting the examination on medical grounds will not be considered as re-sit candidates.

**Course Units:** The compulsory course units are identified as subjects that provide the core knowledge and skills required to perform relevant jobs in the HRM field. These compulsory course units cover areas of Human Resource Management and Human Resource Development, Skills Development, Economics, Information and Communication Technology, Law, Sociology and Psychology, Organizational Behaviour, Quality Management, Accountancy and Finance. The optional course units are intended to provide the students with additional or further knowledge in areas of their interests.

## 6.5 By-Laws Applicable to B.B.Mgt. (Special) Degree in Human Resource

By-Laws made by the Council of the University of Kelaniya under section 135 of the University Act No. 16 of 1978.

1. Subject to these By-Laws, a student may be awarded the of Bachelor of Business Management (Special) Degree in Human Resource if he/she,
  - a. Has been admitted to the University as a student under section 15 (vii) of the Universities Act No. 16 of 1978;
  - b. Has been a duly registered student of the University for the period prescribed for courses of study leading to the of Bachelor of Business Management (Special) Degree in Human Resource and his/her registration continues to be in force;
  - c. Has completed, to the satisfaction of the Vice-Chancellor, the courses of study leading to the Bachelor of Business Management (Special) Degree in Human Resource prescribed by these By-Laws, and the Regulations and Rules made by the University in respect of examinations/assessments pertaining to each course unit counted towards the said Degree;
  - d. Has satisfied the following requirements-
    - i. pursued the relevant programme of study for a minimum period of four academic years,
    - ii. accumulated 30 credits in each of level 1,2, 3 and 4, totaling to 120 credits of which 106 credits should be from the core-course units and the remaining credits from the 06 optional and 01 auxiliary course units,
    - iii. obtained, in respect of the course units taken into consideration in the computation of the GPA<sup>1</sup>, grades of C or better in course units aggregating to at least 104 credits, and grades of D or better in the remaining course units, with grades of C-/D+/D in course units aggregating to not more than six (06) credits from each level.
    - iv. obtained a minimum GPA of 2.00,
    - v. completed the relevant requirements within a period of six academic years.
  - e. Has paid such fees as may have been prescribed by the University and any other dues payable by him/her to the University;
  - f. Has fulfilled all other conditions and requirements as may have been prescribed by these By-Laws and the Regulations and Rules of the University.
2. The structure of each Program of study and syllabuses in each course unit counted towards the Bachelor of Bachelor of Business Management (Special) Degree in Human Resource shall be prescribed by Regulations.
3. The Senate shall have power, on the recommendation of the Faculty Board, to change, to amend or to add to or delete from the list of subjects, course units and their content pertaining to each subject and programs of study and to change or amend or add or delete any Rules and Regulations relating to any of the examinations/assessments counted towards the Bachelor of Business Management (Special) Degree in Human Resource . Due notice shall be given to the students of any such amendments, changes, additions or deletions.
4. Each of the examinations/assessments counted towards the Bachelor of Business Management (Special) Degree in Human Resource shall be held at the end of the relevant semester. The University reserves the right to hold the examinations at any time during an academic year. A student shall not be permitted to sit an examination in a course unit unless the Head/Heads of the relevant departments shall have certified that he/she has completed the relevant course unit by attending such proportions of tutorial and practical classes and other forms of instruction in the subject matter of that course unit as may be prescribed by the Senate.

<sup>1</sup> In the computation of the GPA, the grades obtained in respect of the core course units aggregating to 106 credits, and the best grades obtained in respect of optional course units aggregating to 04 credits in level 2 and 08 credits in level 3, and 02 credits from auxiliary course units should be considered

5. The Examinations prescribed by these By-Laws shall be, conducted by a Board of Examiners appointed by the Senate on the recommendation of the Faculty Board. Such a Board;
  - a. shall, if the Senate has on the recommendation of the Faculty Board so decided, test any candidate in writing and/or orally and may adopt any other forms of evaluation, and
  - b. may take into consideration the tutorials, practical courses, field work, seminars, dissertations/ project reports done in respect of any course unit.
6. A candidate shall present himself/herself for examination/assessment in respect of each course unit counted towards the Bachelor of Business Management (Special) Degree in Human Resource on the first occasion on which the examination is held upon the completion of studies pertaining to the course unit, unless the Senate decides otherwise.
7. Award of Honours
  - a. A candidate who has satisfied the requirements in (1) above in respect of the Bachelor of Business Management (Special) Degree in Human Resource may be awarded First Class Honours, Second Class(Upper Division) Honours or Second Class (Lower Division) Honours, as the case may be, on the overall performance in the course units counted towards the said Degree.
  - b. A candidate shall be eligible for the award of Honours if he/she satisfies the criteria as laid down in section (8) below, unless the Senate decides otherwise.
8. Eligibility for Award of Honours

**a) First Class Honours**

A candidate may be awarded First Class Honours provided he/she has,

- i. obtained, in respect of the course units taken into consideration in the computation of the GPA, grades of A or better in course units aggregating to at least 60 credits, provided that a portion of the said grades are from third year and/ or fourth year course units aggregating to at least 20 credits, and grades of C or better in the remaining course units,
- ii. obtained a minimum GPA of 3.70, and
- iii. completed the relevant requirements within four academic years

**b) Second Class (Upper Division) Honours**

A candidate may be awarded Second Class (Upper Division) Honours provided he/she has

- i. obtained, in respect of the course units taken into consideration in the computation of the GPA, grades of C or better in course units aggregating to at least 112 credits with grades of B or better in course units aggregating to at least 60 credits, provided that a portion of the latter grades are from third year and/ or fourth year course units aggregating to at least 20 credits, and grades of D or better in the remaining course units with grades of C-/D+/D in course units aggregating to not more than six (06) credits from each level.
- ii. obtained a minimum GPA of 3.30, and
- iii. completed the relevant requirements within four academic years.

**c) Second Class (Lower Division) Honours**

A candidate may be awarded Second Class (Lower Division) Honours provided he/she has

- i. obtained, in respect of the course units taken into consideration in the computation of the GPA, grades of C or better in course units aggregating to at least 112 credits with grades of B or better in course units aggregating to at least 60 credits, provided that a portion of the latter grades are from third year and/ or fourth year course units aggregating to at least 20 credits, and grades of D or better in the remaining course units with grades of C-/D+/D in course units aggregating to not more than six (06) credits from each level.
- ii. obtained a minimum GPA of 3.00, and
- iii. completed the relevant requirements within four academic years.

9. A candidate shall be deemed to have appeared for any examination/assessment in respect of the course units that he/she had registered for at the beginning of a semester/year irrespective of whether the candidate appears or not for the examination/assessment unless the Senate decides otherwise.

#### **6.6 Master of Human Resource Management**

The Department commenced the Postgraduate Diploma in Human Resource Management (PGDHRM) in August 2006. This is the first postgraduate diploma in HRM introduced in the university system of Sri Lanka, to face the challenge posed to us by the public and the private sector to develop the HRM profession in the country.

In the year 2010, the postgraduate diploma programme was promoted to a master programme (Master of Human Resource Management - MHRM). The programme has been designed to provide HR practitioners, with an opportunity to upgrade their knowledge and skills required to perform their roles effectively and for the graduates to enhance the career prospects in the field of Human Resource Management. The MHRM programme further offers a scholarship for the "HR Student of the Year" to follow MHRM programme and two scholarships to follow PGDHRM to the "Outstanding Performance" and to the "Highest GPA Holder".

#### **6.7 Higher Diploma in Human Resource Management (HDHRM)**

The Department of Human Resource Management of the University of Kelaniya has been delivering outstanding graduates in human resource management to the country aligned with the corporate sector. Having properly analyzed the potentials of emerging trends in the field of human resource management, Department of Human Resource Management started offering HDHRM from 2015 with the aim of enriching with intellectual and professional insights. HDHRM is designed for those who are already employed and interested in further studies in the discipline of HRM.

#### **6.8 Bachelor of Business Management General (External) Degree**

The Department of Human Resource Management of the Faculty of Commerce and Management Studies offers Bachelor of Business Management (General) Degree with the aim of providing an opportunity to read a bachelor degree to those who are unable to enter the state university due to resource limitations. This Degree commenced in 1999 and catering for the industry needs with an almost equal focus on the knowledge and skills developed, encompassing up-to-date knowledge based skills developments project in the curriculum.

#### **6.9 Department's Publication Portfolio**

We are the pioneers to publish the faculty's first ever journal – "Kelaniya Journal of Human Resource Management" bi annually, since 2006. This is a refereed journal to publish high quality academic articles. Moreover the department engage in publishing the "People Master Journal" which includes action learning projects of postgraduate students who are reading MHRM and "HRM Symposium Journal" which publishes undergraduates' dissertations.

#### **6.10 The Self Evaluation Report (SER)**

The Self Evaluation Report has been prepared by an internal quality assurance team of the Department of Human Resource Management according to the manually established criteria and minimum standards given by the university Grants commission (UGC) it is the core document prepared by each participating institution. The SER Allows each department to prepare a critical appraisal of the programme with a view to improve it. This is an opportunity for the departments to identify areas of good practices, areas for enhancements and other interventions to enhance the quality of the programme. In the year 2018 the Department of Human Resource Management has prepared the SER report for the past five years period from year 2013-2018. Through the evaluation: Department of Human Resource Management has been awarded "B" grade with 70.25 marks which is at the satisfactory level of all aspects on Self Evaluation Report.