THE OPEN UNIVERSITY OF SRI LANKA
BACHELOR OF MANAGEMENT STUDIES DEGREE PROGRAMME
LEVEL 06
FINAL EXAMINATION – 2017
MCU4212 – HUMAN RESOURCE TRAINING AND DEVELOPMENT
DURATION: THREE (03) HOURS.

Date: 23.07.2017 Time: 1.30 p.m. – 4.30 p.m.

Answer any five (05) questions only. Each question carries twenty (20) marks. Less Marks will be allocated for ineligible handwriting and unmethodical answering.

01. Describe how “Reinforcement” theory can be linked with training process.

02. Critically examine the significance of Training Needs Analysis as a part of the training cycle.

03. Design a training program to train a group of newly appointed clerks in a university.

04. “The ‘Training’ is the cause and ‘Development’ is the effect”. Do you agree or disagree with the said statement? Justify your position using an appropriate example.

05. Explain why it is required to have a proper integration between Business Strategy and Human Resource Training & Development policy.

06. Explain using relevant examples, how would regular systematic training influence on career development of employees in any selected organization.

07. Elaborate the required competencies a person should possess to be an effective trainer. Propose a suitable strategy to acquire the said competencies.

08. Explain the concept of career in the context of career development perspective. Discuss various individual and organizational strategies for career development.

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