



THE OPEN UNIVERSITY OF SRI LANKA  
FACULTY OF MANAGEMENT STUDIES  
BACHELOR OF MANAGEMENT STUDIES HONOURS DEGREE PROGRAM-LEVEL 06  
MCU4212/MSU6412 HUMAN RESOURCE TRAINING AND DEVELOPMENT  
FINAL EXAMINATION-JANUARY 2020  
DURATION- 03 HOURS

DATE: 18.01.2020

TIME: 1.30 p.m.-4.30p.m.

**INSTRUCTIONS**

**ANSWER ONLY FIVE (05) QUESTIONS. EACH QUESTION CARRY EQUAL MARKS.**

01. (a) Define and discuss the objectives of Human Resource Development. (10 Marks)  
(b) Discuss the role of human resource manager in an organization. (10 Marks)
02. Explain how to conduct a Training Needs Analysis (TNA) highlighting different TNA methods and suitable examples.
03. Discuss the concept of outsourcing and its consequences from human resource point of view.
04. Explain the difference between coaching and job rotation highlighting the advantages of each technique with suitable examples.
05. What are the different methods that can be used to evaluate the effectiveness of training?
06. "The success of a human resource training program depends on multiple factors". Comment on the said statement highlighting the possible factors that influence on success of training programs.

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