



THE OPEN UNIVERSITY OF SRI LANKA  
MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE  
MANAGEMENT  
FINAL EXAMINATION-SEMESTER 1-MARCH 2021  
MCP2137/HRP9337/MSP9337-HUMAN RESOURCE DEVELOPMENT  
DURATION-03 HOURS

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DATE: 21<sup>ST</sup> MARCH 2021

TIME: 9.30-12.30 PM

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*ANSWER ANY FIVE QUESTIONS. ALL QUESTIONS CARRY EQUAL (20 PER EACH) MARKS.*

*ALL ANSWERS SHOULD BE WRITTEN NEATLY AND FOCUSED*

01. Using Kirkpatrick's model of training evaluation, evaluate the effectiveness of a training program that you participated recently.
02. The role performed by the Training Manager in a multinational company is very important. What are the key components you would include in a training program for a group of executives who are to be sent for an overseas employment?
03. "The resistance towards change is a challenge faced by many managers in the business world". As a Human Resource Development Specialist how you would help to overcome such a challenge?
04. Describe with relevant practical examples, how "Coaching" is effective as a technique of personal development in corporate sector.
05. Explain citing a suitable example how Business Strategy integrates with Human resource Development Policy.
06. Design a training program to train a group of "Management Trainees" in a Manufacturing Company in Sri Lanka. Your training program should include an appropriate title, training objectives, training content, training techniques and methods of evaluating the effectiveness of the training program.
07. Explain the differences between old and new versions of the cognitive domains of Bloom's taxonomy.

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