



**THE OPEN UNIVERSITY OF SRI LANKA
FACULTY OF MANAGEMENT STUDIES
MASTER OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE
MANAGEMENT
FINAL EXAMINATION-SEMESTER 01- APRIL 2022
MCP2137/MSU9337-HUMAN RESOURCE DEVELOPMENT
DURATION-03HOURS**

DATE:02nd APRIL 2022

Time: 9.30a.m. to 12.30p.m.

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

ALL ANSWERS SHOULD BE WRITTEN NEATLY AND FOCUSED.

01. Describe in detail, how to conduct a Training Needs Analysis (TNA) to design an executive/managerial development program for the non-academic executive staff members in a state university in Sri Lanka. **(20 Marks)**

02. Explain the major training techniques you would consist in a training program designing for a group of newly recruited Banking Assistants in a leading commercial bank in Sri Lanka.

(20 Marks)

03. Describe the importance of integrating the business strategy with human resource development strategy citing the appropriate practical examples.

(20 Marks)

04. Describe Kolb's experiential learning style model and describe your preferred learning style based on this model with relevant supportive examples.

(20 Marks)

05. (a) What do you mean by HRD climate? Why is a favorable HRD climate important for success of HRD in an organization? **(10 Marks)**

(b) Discuss the effect of HRD culture and climate on performance of employees in an organization. **(10 Marks)**

06. (a) What do you mean by "Coaching"? How it is different from "Mentoring"? **(10 Marks)**

(b) Explain how Coaching can be used as a means of improving "Job Performance"? **(10 Marks)**

(10 Marks)

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