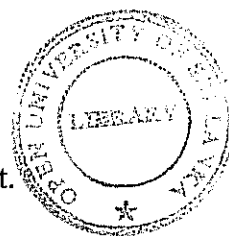




THE OPEN UNIVERSITY OF SRI LANKA
 BACHELOR OF MANAGEMENT STUDIES DEGREE PROGRAMME
 (BMS) LEVEL 06
 FINAL EXAMINATION - JULY, 2006
 HUMAN RESOURCE TRAINING AND DEVELOPMENT- MCU 4212
 DURATION: TWO (03) HOURS
 DATE: 01st July 2006 TIME: From: 1.30 p.m. - 4.30 p.m.

ANSWER ONLY FOR FIVE (05) QUESTIONS
 ALL QUESTIONS CARRY EQUAL MARKS.

1. A Director of a company views Training and Development of its employees as follows.
 "We recruit qualified people in the industry and select best ones through a comprehensive selection process. Therefore we believe our employees are competent enough to carry out their duties and need no further training".
 Do you agree with the above view? Justify your answer with relevant examples highlighting the underlying concepts of training and development of employees.
 (20 marks)
2. (1) What is meant by 'Orientation'? (7 marks)
 (11) Explain the advantages of conducting a comprehensive orientation programme for new recruits in an organization.
 (13 marks)
3. (1) "A proper Training and development programme demands well defined training and development objectives". Comment.
 (10 marks)
 (11) Explain 'off the job' training methods that can be used to develop managers in the senior levels of an organization.
 (10 marks)



4. Design a 'Train the Trainer' programme for visiting academics of the Open University of Sri Lanka focusing on the process of Human Resource Training and Development.

(20 marks)

5. Explain different levels in evaluation of training and development by elaborating them with appropriate examples from world of work.

(20 marks)

6. Assess the qualitative and quantitative methods of evaluation of a training and development programme. Qualify your answer with appropriate examples you are familiar with.

(20 marks)

7. Write short notes on the following bringing out their underlying meaning.

1. Understudy
2. Job Rotation
3. Reinforcement
4. Career plateau
5. Solid citizens

(20 marks)

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