



THE OPEN UNIVERSITY OF SRI LANKA
BACHELOR OF MANAGEMENT STUDIES DEGREE PROGRAMME (BMS)
LEVEL 06
FINAL EXAMINATION - JULY 2009
HUMAN RESOURCE TRAINING AND DEVELOPMENT - MCU 4212
DURATION : TWO (03) HOURS

DATE : 26TH JULY 2009

TIME: 1.30 p.m - 4.30 p.m

ANSWER FIVE (05) QUESTIONS ONLY.

01. (a) Define Training and Development (08 Marks)
- (b) What is the relationship between Organizational Change and Training and Development? (12 Marks)
02. (a) What are the various Training & Development methods? Briefly describe each. (10 Marks)
- (b) Explain why it is important to orient new employees to their jobs. (10 Marks)
03. "It believed that new employees get familiarized with their organizations, as time passes. Therefore, spending resources on induction seems to be meaningless. Do you agree? Give reasons for your answer. (20 Marks)
04. (a) What are the advantages and disadvantages of "on the job training". (10 Marks)
- (b) How are the benefits gained from training of employees measured? (10 marks)
05. Explain the systematic training process using an appropriate example. (20 Marks)
06. What competencies are essential for an individual who wish to become a manager and excel in industry? Explain how such competencies are built. (20 Marks)

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