

THE OPEN UNIVERSITY OF SRI LANKA
BACHELOR OF MANAGEMENT STUDIES DEGREE PROGRAMME
LEVEL 06



FINAL EXAMINATION-2010

MCU 4212-HUMAN RESOURCE TRAINING AND DEVELOPMENT

DURATION: THREE (03) HOURS

DATE: 09th MAY 2010

TIME: 9.30a.m-12.30p.m

ANSWER ANY FIVE (05) QUESTIONS.

ALL QUESTIONS CARRY EQUAL MARKS.

(01) (a) Compare and contrast the concepts of Training & Development. (10 Marks)

(b) Explain the benefits of effective training programmes. (10 Marks)

(02) (a) What do you mean by Training Needs Analysis? (08 Marks)

(b) Explain the different methods of identifying training needs. (12 Marks)

(03) (a) Explain the different steps of a training process using an example.

(08 Marks)

(b) Explain how to measure the effectiveness of a training programme.

(12 Marks)

(04) (a) Describe the problem of "managerial obsolescence" using an appropriate example. (08 Marks)

(b) Explain how to overcome the above problem. (12 Marks)

(05) The comments of some practicing managers' indicates that they have not been able to achieve the objectives of training programmes. What are the possible reasons which may have caused for such a situation? Explain. (20 Marks)

(06) "The effectiveness of a training programme depends on the selection of right learning activities". Do you agree with the above statement? Comment.

(20 Marks)

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