

THE OPEN UNIVERSITY OF SRI LANKA

BACHELOR OF MANAGEMENT STUDIES- LEVEL 06



ASSIGNMENT TEST-2010

HUMAN RESOURCE TRAINING AND DEVELOPMENT-MCU 4212

Date: 17th October 2010

Time: 10 am -12 noon

Answer any four (04) questions.

Each question carries 25 marks.

01. Define what Training and Development means.
Discuss the importance of Training and development for an organization and its employees.
02. "A good Human resource Manager is no longer just a hirer and firer of people". Explain this statement and state the desirable characteristics of an effective Human resource manager.
03. "Skills can be imparted, knowledge may be gained but attitudes once hardened cannot be changed". As a Trainer how would you react to this statement keeping in view the recent developments in behavioral sciences?
04. According to your opinion, indicate the most suitable method to identify the training needs of following categories of employees
 - (a) Lecturers in a university
 - (b) Nurses in a private hospital
 - (c) Machine operators in a garment factory
05. Explain the relationship and the difference between Performance Evaluation and Performance Management.

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