



**THE OPEN UNIVERSITY OF SRI LANKA
BACHELOR OF MANAGEMENT STUDIES DEGREE PROGRAM
LEVEL 06
FINAL EXAMINATION -2015
HUMAN RESOURCES TRAINING & DEVELOPMENT-MCU 4212
DURATION: THREE (3) HOURS**

Date: 27th July 2015

Time: 1.30 p.m-4.30p.m

ANSWER ANY FIVE (5) QUESTIONS. EACH QUESTION CARRIES 20 MARKS.

1. One senior manager in a company argues that, “if competent people are hired through a proper selection process, it is not necessary to spend money to train and develop employees”. Do you agree with this argument? Explain.
2. “Training programs could be more successful when the learning activities have been designed basing principles of learning”. Do you agree with the above statement? Justify your position citing suitable theories and concepts.
3. “A well-thought-out staff orientation program is essential for all new employees irrespective of executive or non- executive category, whether they are well experienced or not.” Do you agree with this statement? Explain.
4. Propose a suitable training program for the improvement of coordinating skills of newly hired group of Project Assistants in a Higher Educational Institute.
5. Explain how to evaluate the effectiveness of a training program using Donald Kirkpatrick’s four level evaluation model?
6. What is “Cultural Sensitivity”? Briefly discuss cultural differences and the ways to deal with it.
7. Discuss the applicability and the benefits of Electronic Cross-Cultural Training (E-CCT) method for the executive development in a multinational company that operate in Sri Lanka.

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