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



FINAL EXAMINATION-JULY 2016

MCU 4212-HUMAN RESOURCE TRAINING AND DEVELOPMENT

DURATION: THREE (03) HOURS

DATE: 14th July 2016

TIME: 1.30p.m to 4.30pm

ANSWER ANY FIVE (05) QUESTIONS ONLY.

- (1) (a) Explain how 'social learning theory' relate to training? (10 marks)
- (b) Explain what 'learning curve' is and explain its implications for training. (10 marks)
- (2) (a) Explain how to evaluate the 'effectiveness of training'? (10 marks)
- (b) Explain reaction, learning, behavior and results as they apply to evaluating effectiveness of training. Provide an example for each. (10 marks)
- (3) (a) "Training program is frequently the first item eliminated when management wants to cut costs". Would you agree with this statement? Explain. (10 marks)
- (b) Explain why organizations should give priority for training of employees. (10 marks)
- (4) Comments of practicing training managers indicate that they are facing difficulties in changing attitudes of trainees. What are the possible reasons which may have caused such difficulties? Explain using examples. (20 marks)
- (5) "The success of training programs mostly depend on right selection of training techniques". Do you agree or disagree with the above statement? Justify your position. (20 marks)
- (6) Describe the challenges faced by Human Resource Training Managers in the garment industry of Sri Lanka citing appropriate examples. (20 marks)

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