

**The Open University of Sri Lanka**  
**Master of Business Administration in Human Resource Management**  
**Final Examination 2010 - Semester 1**  
**MCP 2137 - Human Resource Development**  
**Duration -03 Hours**



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**Date: 07.08.2010**

**Time: 1.30 p.m. – 4.30 p.m.**

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**Answer any Five (05) questions. All questions carry equal marks. Please note that illegible hand writing will result in loss of marks.**

**Time: Three hours**

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- (1) Explain why Human Resource Development (HRD) is important and what role does HR Manager play in decisions pertaining to HRD.
- (2) What is the meaning of Human Capital? Explain the nexus between Human Capital and core competencies of an organization.
- (3) In recruitment of employees for positions involving decision making responsibility, what emphasis should be placed on skills? In your view should employee attitudes be given similar attention in recruitment? Give reasons for your answer using appropriate examples.
- (4) What role does HRD play in the business strategy of an organization? Explain using relevant examples how HRD policy and plan could achieve alignment with business strategy.
- (5)
  - (i) What are the main features of learning among adults?
  - (ii) Assuming that you are given the responsibility of changing the current individualistic attitudes among your employees towards working as teams, what specific training intervention would you recommend? Justify your recommendation.
- (6) Briefly describe the steps involved in carrying out a training needs assessment among your employees and explain how the findings of the TNA will be incorporated in your organization's training plan.
- (7) "In the absence of a performance management system it is difficult to take correct decisions on employee development" Do you agree? Give reasons for your answer.
- (8) Managing knowledge and organizational learning is an integral part of HRD which can not be ignored by contemporary business organizations. Discuss this statement using relevant examples.

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