



THE OPEN UNIVERSITY OF SRI LANKA
FACULTY OF HUMANITIES AND SOCIAL SCIENCE
MASTER OF BUSINESS ADMINISTRATION IN
HUMAN RESOURCE MANAGEMENT
FINAL EXAMINATION 2016 – SEMESTER - I
MCP2137 – HUMAN RESOURCE DEVELOPMENT
DURATION – THREE (03) HOURS

Date: 21st August 2016

Time: 9.30 a.m. – 12.30 p.m.

Answer any **five (05)** questions. Please write in legible handwriting.

01. a. Critically examine the significance of Training Needs Analysis as a part of the training cycle.
(10 marks)
- b. Explain how the outcome of the Training Needs Analysis is used to design a training programme.
(10 marks)
02. a. Using an appropriate example, describe how Human Resource Development Policy should be formulated according to a selected business strategy.
(10 marks)
- b. Explain why it is required to have a proper integration between business strategy and Human Resource Development policy.
(10 marks)
03. Compare and contrast the effectiveness of practices of Counseling, Coaching and Mentoring as Techniques of Human Resource Development.
(20 marks)

04. Explain how it is convenient to take decisions in relation to Human Resource Development when there is a proper performance management system.
(20 marks)
05. Design a précised training program to train a group of sales force in a mercantile establishment in Sri Lanka. Your training programme should include an appropriate title, training objectives, training content, training techniques and explain how you evaluate the effectiveness of the above training programme using a rational evaluation model.
(20 marks)
06. “Managing knowledge and organizational learning is an integral part of HRD which cannot be ignored by contemporary business organizations”. Discuss this statement using suitable examples.
(20 marks)

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