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THE OPEN UNIVERSITY OF SRI LANKA
BACHELOR OF MANAGEMENT STUDIES DEGREE PROGRAMME
LEVEL 06
FINAL EXAMINATION – FEBRUARY 2011
HUMAN RESOURCE TRAINING AND DEVELOPMENT – MCU 4212
DURATION: TWO (03) HOURS

DATE: 13th March 2011 **TIME: 1.30 p.m – 4.30 p.m**

ANSWER ONLY **FIVE (05)** QUESTIONS.
EACH QUESTION CARRIES 20 MARKS.

1. (a) What is Social Learning Theory? How does it relate to training?

(10 marks)

(b) What is a learning curve? What are its implications for training?

(10 marks)

2. (a) Explain the importance of evaluating training effectiveness.

(10 marks)

(b) Define reactions, learning, behavior, and results as they apply to evaluating training effectiveness. Give an example of each.

(10 marks)

3. (a) "Training programs are frequently the first item eliminated when management wants to cut costs". Would you agree with this statement? Comment.

(12 marks)

(b) Explain why organizations should allocate funds for training of employees.

(08 marks)

4. (a) Analyze how training and development can be linked with employee performance.

(10 marks)

(b) "Performance appraisal should be a two-way road, supervisors evaluate their subordinates and subordinates should evaluate their supervisors" Do you agree? Comment.

(10 marks)

5. (a) What is meant by the term career? How it is differ from a job?

(08 marks)

(b) Explain the inter relationship and inter dependence between human resource planning and career development.

(12 marks)

6. If the organizations pay predominantly for jobs rather than people, how can they reward the exceptionally performing employees? Critically examine this statement drawing in your own work experience.

(20 marks)

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