THE OPEN UNIVERSITY OF SRI LANKA

BACHELOR OF MANAGEMENT STUDIES DEGREE PROGRAMME

LEVEL 06

FINAL EXAMINATION-2012

MCU 4212-HUMAN RESOURCE TRAINING AND DEVELOPMENT

DURATION: THREE (03) HOURS

DATE: 17th MARCH 2012	TIME: 9.30a.m-12.30p.m

ANSWER ANY FIVE (05) QUESTIONS.

ALL QUESTIONS CARRY EQUAL MARKS.

(01) (a) Compare and contrast the concepts of Learning and Education.

(10 Marks)

(b) Explain the importance of training programmes for organizations.

(10 Marks)

(02) (a) What do you mean by training cycle?

(08 Marks)

(b) Explain the different methods of training needs analysis.

(12 Marks)

(03) (a) Explain the steps of a systematic training process using an example.

(08 Marks)

(b) Describe how to measure the effectiveness of a training programme using an appropriate example.

(12 Marks)

(04) (a) Describe the problem of "halo effect" using an appropriate example.

(08 Marks)

(b) Explain how to overcome the above problem.

(12 Marks)

(05) 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.

(20 Marks)

(06) "The success of a training programme mostly depends on the selection of right trainers". Do you agree with the above statement? Comment.

(20 Marks)

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