

EASTERN UNIVERSITY, SRI LANKA

Faculty of Commerce and Management

Final Year / First Semester Examination in Bachelor of Business Administration

(Specialization in Human Resource Management) – 2012/2013 (February /

March 2015) (Proper)

HRM 4023: Human Resource Development

Answer all five (5) questions

Time: 03 hours

- Q1) (i) Describe the term Human Resource Development (HRD) and examine the relationship of it with Human Resource Management (HRM). (08 marks)
- (ii) Ascertain the functions of HRD and elaborate its primary purpose and objectives. (10 marks)
- (Total 18 marks)**
- Q2) (i) What do you mean by Training & Development? How do they differ from each other? (06 marks)
- (ii) Explain why Training & Development is necessary for an organisation. (04 marks)
- (iii) Briefly discuss the steps in the systematic training process. (09 marks)
- (iv) Assume that you are supposed to develop a training & development programme for a group of supervisory personnel who have been hired recently for a manufacturing company. Develop an appropriate training programme focusing on systematic approach to training. (09 marks)
- (Total 28 marks)**
- Q3) *“Need Assessment is the first step of any training process”*
- (i) What do you mean by need assessment? Discuss the different levels in need assessment? (08 marks)
- (ii) “Nominal Group Technique (NGT) is a good tool for identifying training needs and prioritizing them”. Explain how you are going to use this tool to identify and prioritize training needs in an organisation. (10 marks)
- (Total 18 marks)**

**Q4)** *“Systematic Training results in occurring learning”*

(i) What do you mean by learning? (04)

(ii) What is a learning curve? Describe three typical learning curves? (06)

(iii) Elaborate learning principles that can be used to make learning more effective. (08)

**(Total 18)**

**Q5)** (i) Define what career management is and explain why it is important for an organization (08)

(ii) Briefly explain what Organizational Development (OD) is and examine its salient features (10)

**(Total 18)**