



**Institute of Human Resource Advancement
University of Colombo, Sri Lanka**

Masters Degree in Human Resource Management – Course No. 06
2nd Semester Examination
(Held in September, 2016)

MHRM 08 – Training & Development

Instructions to the Candidates

- (1) Answer only for five (05) questions.
- (2) Time allocated for the examination is three (03) hours.
- (3) This paper consists of five (09) questions and one (01) pages.
- (4) If a page or a part of this question paper is not printed properly, please inform the Supervisor immediately.
- (5) Use of any equipment /items such as mobile phone is prohibited, and rules and regulations of university examinations should be strictly followed.

1. a. "There is no clear difference between training and development." Comment on this statement with Examples. (10 Marks)
b. Present day commonly used term for learning is education and training. Explain the reasons with examples. (10 Marks)
(Total 20 marks)
2. a. Briefly describe the training process. (10 Marks)
b. For the success of training, it is very important to identify training need properly. Describe the methods that could be used for identification of training needs. (10 Marks)
(Total 20 marks)
3. Briefly describe learning principles and explain why those principles are important in training. (20 Marks)
4. a. Briefly describe any 5 training methods. (10 Marks)
b. Training method is one of the key determinant factors of the success of any training program. List main factors that should be considered in selecting training methods for a training program. (10 Marks)
(Total 20 marks)
5. Briefly describe training evaluation methods. using practical examples. (20 Marks)
6. Briefly describe career path, career ladder and career stages with Suitable examples. (20 Marks)
7. Each employee needs planning at any level of his career life. Describe the type and nature of career planning activities that needs to be considered according the employees career stages. (20 Marks)
8. Employee development is a much broader concept than training. List out the activities that could be done by an organization for employee development and describe one of those activities. (20 Marks)
9. a. What is career management? (05 Marks)
b. Describe the role of Manager and employee in career Management. (15 Marks)
(Total 20 marks)