



Institute of Human Resource Advancement (IHRA)

University of Colombo, Sri Lanka

Master of Human Resource Management Course No. 12

3rd Trimester Examination

(Held in March/April 2023)

MHRM5332 -Human Resource Development

Instructions to the Candidates

- (1) This paper consists of seven (07) questions and two (02) pages.
- (2) Answer only five (05) questions.
- (3) Time allocated for the examination is three (03) hours.
- (4) Write your Index Number on all pages of answer scripts.
- (5) If a page or a part of this question paper is not printed, please inform the Supervisor immediately.

1. a. Explain the differences between HRM and HRD by describing functions and components of the both HRM and HRD.
(10 Marks)
- b. Briefly describe benefits of HRD for an organization
(10 Marks)
(Total 20marks)
2. a. Explain how employee development works as a part of HRD.
(10 Marks)
- b. List different approaches for employee development and briefly describe any two approaches from them.
(10 Marks)
(Total 20marks)
3. a. Assume that you are a HR manager of one organization. If you are requested to prepare a training program for lower managers in the factory briefly describe the steps that you have to be followed to develop and implement a training program successfully.
(12 Marks)
- b. Briefly describe Donald Kirkpatrick model for evaluation of training program
(08 Marks)
(Total 20marks)
4. a. Explain what is career development and objectives of career development.
(10 Marks)
- b. List career development tools and briefly describe one of them.
(10 Marks)
(Total 20marks)
5. a. Briefly describe employee wellbeing strategies
(10 Marks)
- b. Briefly explain major aspects of techno structural intervention
(10 Marks)
(Total 20marks)

6. a. Briefly explain what OD and its relationship is with HRD (10 Marks)
- b. List OD interventions categories (05 Marks)
- c. Briefly describe JOHARY WINDOW as one of the individual level intervention tool. (05 Marks)
- (Total 20marks)

7. a. Define employee engagement. (05 Marks)
- b. What are the different ways that boost employee engagement? (10 Marks)
- c. Name 3 major forms of employee involvement. (05 Marks)
- (Total 20marks)
