

**247401**

May, 2019

MBA (HRM) - 4th Semester

Training and Development (MBA/HRM-209)

Time : 3 Hours]

[Max. Marks : 75

*Instructions :*

1. *It is compulsory to answer all the questions (1.5 marks each) of Part-A in short.*
2. *Answer any four questions from Part-B in detail.*
3. *Different sub-parts of a question are to be attempted adjacent to each other.*

**PART-A**

1. Explain the followings in the context of Training and development :
  - (a) Role of training in Organizational development. (1.5)
  - (b) MDP. (1.5)
  - (c) Learning cycle. (1.5)
  - (d) Training Aids. (1.5)
  - (e) Follow up process in Training. (1.5)

- (f) Role of trainers in training. (1.5)
- (g) Simulation in training. (1.5)
- (h) Role of seating arrangement in training design. (1.5)
- (i) CIRO model of training evaluation. (1.5)
- (j) Lesson plan. (1.5)

**PART-B**

- 2. (a) What are the steps involved in training Programme explain in detail. (10)
- (b) Differentiate between training and development. (5)
  
- 3. Explain how TNA varies at various levels of the organizations? Also explain the various techniques applicable in determining the specific needs of an organization. (15)
  
- 4. Discuss how a training design aligns with the goals and objectives of an organization I the context of any hypothetical organization. (15)
  
- 5. (a) How you can manage the problems associated with Training evaluation? (5)
- (b) Write a short note on ROI model of training evaluation. (10)

- 6. (a) Write short notes on emerging trends of training and development. (7.5)
- (b) Differentiate between on the job and off the job training methods. (7.5)
  
- 7. List out the different training methods with explanation? Which method do you feel is more important for sales force training for FMCG Company justify your answer? (15)