701312

December 2022
MBA-IIIrd SEMESTER
Training and Development (MS-HR-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. (a) Differentiate between Education, Training and Development.   (1.5)

    (b) Discuss the emerging trends in training and development.   (1.5)

    (c) How is skill gap analysis integrated with business plans? Give example.   (1.5)

    (d) List the differences between proactive and reactive need analysis approaches.   (1.5)

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(e) What are the major challenges of training and development professionals? (1.5)

(f) What is T-Group training? Discuss its importance. (1.5)

(g) How technology plays an important role in training function employees? (1.5)

(h) List the steps to be considered while making a training budget? (1.5)

(i) Explain the benefits of training from the viewpoint of an enterprise and its employees. (1.5)

(j) Does training methodology differ with hierarchical levels? Justify with an example. (1.5)

PART-B

2. (a) What are the barriers to an effective training process? Suggest ways to make training better. (7)

(b) Explain in the context of organizational behaviour, the various principles of learning. (8)

3. Discuss in detail the systematic approach to training. Bring out the essential features of an effective training program. (15)

4. Explain in detail the steps for conducting a training need analysis. Discuss the various approaches adopted for training need analysis. (15)

5. Explain management development. Discuss various approaches to management development with their merits and demerits. (15)

6. Explain on-the-job and off-the-job training methods. Discuss the advantages and disadvantages of each. (15)

7. Explain the procedure for the evaluation of training programs. Discuss the CIRO model of training evaluation. (15)