352305

December 2022
B.Com. (Honours) - III SEMESTER
Training and Development (BCOM-305B)

Time : Three 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) Define Training. (1.5)

   (b) What is the role of external agencies in Training and Development? (1.5)

   (c) State the principles of Learning. (1.5)

   (d) What is Brainstorming? (1.5)

   (e) Differentiate between orientation and socialization. (1.5)

   (f) State the different methods of evaluation of Training. (1.5)

(g) List out the different audio-visual aids used for training. (1.5)

(h) What are the skills required to be an effective trainer? (1.5)

(i) State the importance of feedback of trainees. (1.5)

(j) Define the role of training and development policies. (1.5)

PART-B

(a) Describe in detail the process of Training need analysis (TNA). (10)

(b) Differentiate between training and development. (5)

(a) Write a short note on "E-Learning". (5)

(b) Discuss in detail the process of Learning. (10)

Describe in detail the importance of role playing basket exercise, case study, action maze and games as methods of training.

(a) What is the difference between competence based and role based training. (5)

(b) "Training process can be outsourced". Elaboratre. (10)

6. (a) Explain the Kirkpatrick Model of Training Effectiveness. (10)

(b) Briefly specify on the problems related to the evaluation of a training program. (5)

7. State and explain the different development techniques for enchancing decision-making and interpersonal skills. (15)

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