

Roll No.

2

Total Pages : 3

352305

December 2023

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

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) What are the key roles and responsibilities within the training department? (1.5)
- (c) How does the company identify skill gaps and training needs related to its strategic objectives? (1.5)
- (d) Enlist the requisite of effective training. (1.5)
- (e) List the steps to be considered while making a training budget. (1.5)
- (f) What is the typical learning curve, and how does it vary from person to person? (1.5)

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- (g) Describe the importance of sensitivity training. (1.5)
- (h) What is Brainstorming? (1.5)
- (i) Discuss the importance of feedback in training. (1.5)
- (j) What is T-Group? (1.5)

PART-B

- 2. What is the purpose of conducting a Training Needs Analysis (TNA)? Describe the process involved in the TNA process? (15)
- 3. Explain the cognitive processes involved in learning. How does information processing theory shed light on the logic and mechanics of learning?" (15)
- 4. Compare and contrast various instructional methods used in training design, such as lectures, simulations, case study, in-basket exercise, role play, demonstration and practice monitoring etc. When and why might one method be more suitable than another? (15)
- 5. (a) How can e-learning and online training programs benefit both employees and organizations? What are some potential drawbacks to consider? (8)
- (b) What are the advantages of outsourcing training and development to external agencies as opposed to conducting them in-house? (7)

- 6. (a) Explain the concept of competence-based training. How does it differ from traditional training methods, and why is it becoming increasingly important in the modern workplace? (8)
- (b) Analyze the importance of diversity training in today's multicultural workplaces. Explain the significance of how does diversity training foster inclusion, reduce bias, and enhance teamwork. (7)
- 7. Explain the procedure for the evaluation of training programs. Discuss the Kirkpatrick Model of training evaluation. (15)