

May 2024

M.B.A. (Executive) (Fourth Semester)
Training and Development (MBA-E-HRM-209)

Time : 3 Hours]

[Maximum Marks : 75

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

Part A

1. (a) Differentiate between training and development. 1.5
- (b) Explain the concept of Learning cycle. 1.5
- (c) State the different considerations in selecting Trainers for a training program. 1.5
- (d) Differentiate between 'seminar' and 'conference'. 1.5
- (e) State the importance of developing a lesson plan for a training program. 1.5
- (f) Explain 'case study' method of training. 1.5

- (g) State the need of employee training. 1.5
- (h) Why is evaluation of a training program essential ? 1.5
- (i) State the importance of MDPs. 1.5
- (j) State the merits of e-Learning. 1.5

Part B

- 2. (a) Describe the roles and expectations of different stakeholders in Training. 10
- (b) "Training programmes are effective means to prevent workforce obsolescence". Discuss. 5
- 3. (a) Write a short note on "Pedagogies for content delivery". 5
- (b) Discuss the different factors that need to be considered while designing a effective training program. 10
- 4. Evaluate critically the different steps involved in Training need analysis process at individual, group and organization levels. 15
- 5. (a) State the importance of Follow-up process of MDPs. 5

- (b) Discuss in detail the on-the-job training methods with relevant examples. 10

- 6. (a) Enumerate the off-the-job training methods with suitable illustrations. 10
- (b) Discuss the importance of Training Aids in a training program. 5

- 7. Describe in detail the different models used in Training Evaluation. 15