Printed Pages: 01 **Sub Code: RMBHR04**

Paper Id: 270229 **Roll No.** | | | | | | | | | | |

MBA
(SEM IV) THEORY EXAMINATION 2018-19
TRAINING & DEVELOPMENT

Time: 3 Hours ***Total Marks: 70***

Note: 1. Attempt all Sections. If require any missing data; then choose suitably.

SECTION A

1. Attempt *all* questions in brief. 2 x 7 = 14

(a) Define training.
(b) Differentiate between training and development.
(c) Discuss the essentials of a good training programme.
(d) Define learning.
(e) What is Sensitivity Training?
(f) Discuss Expectancy Theory of learning.
(g) How study material is an important part of training programme?

SECTION B

2. Attempt any *three* of the following: 7 x 3 = 21

(a) "In the rapidly changing world, training is an important strategic tool for knowledge based industries." Comment
(b) In what conditions is it feasible for an organization to have its own in-house training department?
(c) What are various environmental contexts that should be taken into consideration while identifying the training needs in an organization?
(d) How do on-the-job training methods score over off-the-job or field training methods?
(e) What are various computer-based training aids? What advantages do they offer over other training aids?

SECTION C

3. Attempt any *one* part of the following: 7 x 1 = 7

(a) What are the roles of external agencies in Training and Development?
(b) Write short notes on the followings –
  (i) Managing Workforce Diversity in Training & Development.
  (ii) Selecting a Trainer for Effecting Training.

4. Attempt any *one* part of the following: 7 x 1 = 7

(a) What are various tools available to the trainers for assessing the training needs?
(b) Briefly discuss various theories of learning.

5. Attempt any *one* part of the following: 7 x 1 = 7

(a) Discuss various types of training methods.
(b) Critically analyse the Kirk Patricks model for evaluating training programmes effectiveness.

6. Attempt any *one* part of the following: 7 x 1 = 7

(a) Why is it desirable to use training aids? What considerations would you have while planning the use of training aids?
(b) What do you mean by Executive Development Programme. Explain the methods/ techniques of Management Development Program

7. Attempt any *one* part of the following: 7 x 1 = 7

(a) Why is it important to evaluate training? Is it really possible to evaluate training?
(b) What are the newer changes in the context of training in the present times?

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