Sub Code:MAMHR02

Paper Id: 293724 Roll No:

MAM

(SEM-VII) THEORY EXAMINATION 2019-20

TRAINING AND DEVELOPMENT

Time: 3 Hours ***Total Marks: 100***

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

SECTION A

1. Attempt *all* questions in brief. 2 x 10 = 20

a.	Give any four differences between Training and Development
b.	How Education is differing from Training & Development?
c.	Define Training Needs Assessment (TNA).
d.	Define the concept of "Learning".
e.	What do you mean by Training Evaluation?
f.	Describe Executive Development Programme.
g.	How can you define Sensitivity Training?
h.	What is the impact of Training Budget on Organization?
i.	Write four roles of the trainer for effective training.
j.	Define Management Development Programme.

SECTION B

2. Attempt any *three* of the following: 10x3=30

a.	Define training. Why is it important for the individuals as well as the organiztions?
b.	What are various tools available to the trainers for assessing the training needs?
c.	What are various principles of learning? Why is learning important for the individuals as well as the organizations?
d.	Why is it important to evaluate training? Is it really possible to evaluate training?
e.	In what conditions is it feasible for an organization to have its own in-house training department?

SECTION C

3. Attempt any *one* part of the following: 10x1=10

a.	What are the various requisites of effective training in any organization? Explain.
b.	What are the roles of External agencies in Training and Development? Explain and write any two training institutes of India.

4. Attempt any *one* part of the following: 10x1=10

a.	What are various environmental contexts that should be taken into consideration while identifying the training needs in an organization?
b.	Define Training Effectiveness Models. Explain Kirkpatrick Model of training effectiveness

5. Attempt any *one* part of the following: 10x1=10

a.	Briefly discuss various theories of learning.
b.	What are the differences between organizational learning and learning organization culture?

6. Attempt any *one* part of the following: 10x1=10

a.	Discuss various types of training methods.
b.	What are various computer-based training aids? What advantages do they offer over other training aids?

7. Attempt any *one* part of the following: 10x1=10

a.	What are the newer changes in the context of training in the present times?
b.	How does competence of trainer impact the outcome of TNA and training evaluation?

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