PAPER ID-420304

Subject Code: RMBHR04

Roll No: | | | | | | | | | | | | | |

MBA

(SEM IV) THEORY EXAMINATION 2021-22

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.	How training is different from education?
b.	What are the requisite of training?
c.	Point out the objectives of task analysis.
d.	Highlight the main purpose of the training policy.
e.	What is process of learning?
f.	How to deciding methods of training?
g.	Enlist the importance of executive development.

SECTION B

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

a.	How to organize training department? Explain the function of training department.
b.	Elaborate on the advantages and disadvantages of training need assessment.
c.	What are the different learning theories and how can they facilitate understanding of human learning process for developing competencies?
d.	How can training and development program be designed?
e.	Discuss the steps involved in the organization of a management development program.

SECTION C

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

(a)	How training and development is interlinked to other HR process?
(b)	What are the different methods of training and development on- the- site and off- the- site?

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

(a)	How can the needs for training and development employees be identified?
(b)	Define meaning of training need assessment. Explain the need assessment process.

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

(a)	Elaborate the process of creating a learning organization.
(b)	How does competence of trainer impact the outcomes of training need assessment?

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

(a)	Identify the different teaching aids available for training and how best they can be effective utilized?
(b)	Elaborate training effectiveness model- Kirkpatrick model.

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

(a)	Define cross- cultural preparation. Mention the legal issues associated with training and development.
(b)	Outline and examining the scenario of training and development in Indian industry.

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