

(Following Paper ID and Roll No. to be filled in your Answer Book)

PAPER ID : 1282

Roll No.

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**MBA**

(SEM. III) ODD SEMESTER THEORY

EXAMINATION 2013-14

**TRAINING AND DEVELOPMENT**

Time : 3 Hours

Total Marks : 100

Note :- Attempt questions from all Sections as per directions.

**SECTION-A**

1. Attempt all parts : (2×10=20)
- (a) Discuss the role and responsibilities of the trainer.
  - (b) What are assessment centres?
  - (c) Give snapshots of training practices.
  - (d) Discuss the approaches to training and development.
  - (e) Define learning principles facilitating training.
  - (f) What are Complementary Transactions ?
  - (g) Enlist different training methods. Write in brief about two of them.
  - (h) Discuss various room-layouts used in training sessions.
  - (i) What do you understand by career management ?
  - (j) What is the importance of strategic training in 21<sup>st</sup> century ?

**SECTION-B**

2. Attempt any three parts : (10×3=30)
- (a) Discuss various models of training effectiveness in brief.
  - (b) Discuss various steps in the process of Training Need Analysis.

- (c) Discuss the characteristics of learning organisations.
- (d) Discuss systems approach to training and development.
- (e) What is Training Module ? Discuss the criteria for selecting teaching aids in training.

### SECTION-C

**Note :-** Answer the following questions in detail : (10×5=50)

3. Define the Training Plan. What are the Cognitive and Behavioral methods of training ?

**OR**

Discuss the steps in designing training program.

4. Discuss the TNA cycle of events. Also discuss the output of TNA.

**OR**

Discuss the role of learning in organisation. Elaborate what is experimental learning theory.

5. What is Work-Life Balance ? Explain the role of a manager in career management.

**OR**

Elaborate employee development process. What are the implications of this process for future planning ?

6. Discuss various interventions used by the organisations in order to facilitate transfer of training.

**OR**

Discuss various models of career development. How do the organisations analyse the effectiveness of such models ?

7. Discuss the future trends defining the training objectives of training. What role does the environment play in ascertaining the effectiveness of training ?

**OR**

How does competence of trainer impact the outcome of TNA and training evaluation ?