

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?