

TRAINING AND DEVELOPMENT (MBA 962), 3 SEMESTER

Paper ID-C1178

TIME ALLOWED: 3 HRS

MAX MARKS: 60

NOTE : ATTEMPT 04 QUESTIONS FROM SECTION A, 04 QUESTIONS FROM SECTION B SELECTING ATLEAST ONE QUESTION FROM EACH SUBSECTION AND CASE STUDY IN SECTION C, IS COMPULSORY

SECTION A

4X5=20

1. Explain The Meaning And Concept Of Training And Development
2. Explain The Various Methods Of On The Job Training.
3. Role of External Agency in Training.
4. Outline The Emerging Issues In Training And Development In India
5. Importance Of Evaluating The Training Programs
6. What Are Management Development Programs

SECTION B

UNIT 1

(8)

1. Outline The Objectives and Importance of Conducting Training Programs .Are They Necessary for the New Recruits or for the Existing Ones As Well. Explain Its Importance For Both Of Them.
2. How Are Training Needs Identified. Explain The Process Of TNA And The Steps Involved In It.

UNIT 2

(8)

3. Differentiate Between On the Job and Off The Job Training Techniques. Which Is Better And Why?
4. Do You Think Training Is Necessary For Managing The Ever-changing Environment. Why Do You Think People Resist Training programs In the Organization? What Can Be Done To Overcome This Resistance To Training? Explain.

UNIT 3

(8)

5. It Is Very Important To Have Effective Trainers For The Success Of Any Training Program. How Can They Be Developed?
6. Discuss The Methods Of Designing And Implementing Effective Management Development Programs. How Far Team Building And Simulation Good In Developing Managers. Discuss.

UNIT 4

(8)

7. Outline The Criteria, Steps And The Problems Involved In Evaluating The Training Programs.
8. Critically Evaluate The Kirkpatrick AND CIRO Model Of Training Evaluation And Control.

(8)