

**B.B.A. (2010 Course) Sem- VI : SUMMER - 2019**  
**SUBJECT : ELECTIVE – III : c) TRAINING AND DEVELOPMENT (HRM)**

Day : Monday  
Date : 22/04/2019

**S-2019-2036**

Time : 10.00 AM TO 01.00 PM  
Max. Marks : 70

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**N. B. ;**

- 1) Attempt **ANY FOUR** questions from Section – **I** and **ANY TWO** questions from Section – **II**.
  - 2) Figures to the right indicate **FULL** marks.
  - 3) Answers to both the sections should be written in '**SAME**' answer books.
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**SECTION – I**

- Q.1** Define Training and Development. Discuss the various approaches to management development. (10)
- Q.2** Discuss the various methods used in determining training needs. (10)
- Q.3** Explain the Kirk Patrick's model of evaluation. (10)
- Q.4** Explain how training relates to attracting new employees, employee retention and motivation. (10)
- Q.5** What do you understand by 'On-the-job and off-the-job' training? Explain with suitable examples. (10)
- Q.6** Write short notes on **ANY TWO** of the following: (10)
- a) Types of learning needs
  - b) Tools of training evaluation
  - c) Administration of training records

**SECTION - II**

- Q.7** What precautions does one have to take in finalizing of a training session for operatives for one week training? (15)
- Q.8** "Creation of favorable climate for learning is essential for effectiveness of training and development programs". Discuss. (15)
- Q.9** List out the various Audio-visual training aids used in training programs and also explain the principles to be followed while selecting them. (15)

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