

S.D.E.

M.B.A. (E) SEM-IV (2 YEAR COURSE) : SUMMER - 2018
SUBJECT: ELECTIVE: II d) TRAINING AND DEVELOPMENT METHODOLOGY
(HRM)

Day: **Thursday**
Date: **31/05/2018**

Time: **02.00 P.M. TO 05.00 P.M.**
Max Marks: 70

S-2018-4582

N.B:

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

SECTION – I

- Q.1** Explain the principles of learning to be followed if a training programme is to be more effective. (10)
- Q.2** Discuss the various techniques and tools used in Training Need Analysis. (10)
- Q.3** List out the various types of 'On-the-job' and 'Off-the-job' training methods and explain any two methods in each category. (10)
- Q.4** What is 'Training Evaluation'? Describe the purpose of evaluation. (10)
- Q.5** Write a detailed note on 'Designing Audio-Visual Aids' with appropriate examples. (10)
- Q.6** Write Short Notes on **ANY TWO** of the following :- (10)
- a) Cognitive theories of Learning
 - b) Role-play
 - c) Self-evaluation

SECTION - II

- Q.7** "Creating a conducive climate for learning is essential for effectiveness of a Training and Development Programme". Discuss. (15)
- Q.8** Which training techniques would you recommend for the following occupations? Give suitable justifications for the recommended techniques. (15)
- a) Welder
 - b) Assembly-line worker
- Q.9** Design a Training Evaluation form to be filled in by participants of a two-day Induction Programme. (15)
