

S.D.E.

M.B.A. (E) SEM-IV (2 YEAR COURSE) : WINTER - 2017
SUBJECT: ELECTIVE: II d) TRAINING AND DEVELOPMENT METHODOLOGY
(HRM)

Day: **Wednesday**
Date: **20/12/2017**

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

W-2017-4391

N.B:

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

SECTION – I

- Q.1** Differentiate between Training and Development. Explain its importance in brief. (10)
- Q.2** What is Training Need Analysis? Explain its different methods. (10)
- Q.3** What do you mean by ‘On-the-job’ and ‘Off-the-job’ training? Explain with suitable examples. (10)
- Q.4** What is the importance of evaluation of training programme? What are the problems in evaluation? (10)
- Q.5** Briefly discuss the various audio-visual aids to be used for conducting effective training. (10)
- Q.6** Write Short Notes on **ANY TWO** of the following :- (10)
- a) Reinforcement Theory of Learning
 - b) Simulation
 - c) Preparing the physical learning environment.

SECTION - II

- Q.7** Design a training need identification process for a small-scale manufacturing company. (15)
- Q.8** “Assume that in Company A most of the in – house training programmes have so far been ineffective”. Suggest ways for improvement. (15)
- Q.9** Which training techniques will you recommend for providing training to the following? Justify (15)
- a) Sales Executive of Pharmaceutical Company.
 - b) Office Superintendent.
