

Roll No. ....

**12754**

**MBA 2 Year 4th Semester New Scheme  
Examination – December, 2022**

**TRAINING AND DEVELOPMENT**

Paper : 20IMG24GH2

Time : Three hours ]

[ Maximum Marks : 80

*Before answering the questions, candidates should ensure that they have been supplied the correct and complete question paper. No complaint in this regard, will be entertained after examination.*

*Note : Section A contains eight short answer type questions of two marks each. All the questions are compulsory. Section B attempt four questions in all, selecting one question from each unit. All questions carry equal marks.*

**SECTION – A**

1. Describe the following:

- (a) Abilities
- (b) Objective
- (c) Goal theory
- (d) Site selection

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P. T. O.

- (e) Action learning
- (f) ROI
- (g) Glass ceiling
- (h) Succession planning

**SECTION – B**

**UNIT – I**

2. Explain the strategic importance of training. Discuss benefits of training for various stakeholders.
3. Explain the concept of Training Need Assessment. What are its components ? Explain the steps involved in training need assessment.

**UNIT – II**

4. Discuss the concept of learning. Enlist different learning theories. Explain Expectancy theory in detail.
5. Explain the factors influencing the learning process. Discuss the steps involved in learning process.

**UNIT – III**

6. Write notes on :

- (a) OJT
- (b) Case studies

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7. What are the criteria for evaluation of training ? Discuss major principles of evaluation. Explain various methods used for evaluation.

**UNIT – IV**

8. What do you mean by environment ? Explain various environmental factors influencing training program.
9. What are different sources of knowledge or skill acquisition ? Explain various methods of executive training.

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