

Roll No.

12754

**MBA 2 Yr. 4th Semester
New Scheme 2019-20
Examination – July, 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 : This paper consists of two Sections (Section-A and-B). Section-A is *compulsory* and carrying questions of *two* marks each and Section-B consist eight questions of *sixteen* marks each. The students shall be required to attempt *four* questions from Section-B selecting *one* question from each Unit.

SECTION – A

1. Write short notes on the following. The answer should not exceed 50 words normally.
 - (a) Concept of training
 - (b) Rational of Training in Management

12754-1450 - (P-3)(Q-9)(22)

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- (c) Training aids
- (d) Business games
- (e) Creative problem solving
- (f) Brain storming
- (g) Cross cultural training
- (h) E-learning

SECTION - B

UNIT - I

2. What do you understand by training needs assessment ? Briefly discuss its organizational and person analysis.
3. Describe the process and systems of training. Briefly discuss the role of stakeholders in training programme.

UNIT - II

4. Discuss the role of learning theories in training. How would you develop an effective training programme for the new comers ?
5. What are the factors influencing the learning process of employees in an organization ? Explain their role in participant's learning style.

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UNIT - III

6. Discuss the impact of methods of training on employee performance. Explain any one method of training that you think better to train the lower level management of employees.
7. What do you mean by action learning ? Discuss its role in performance improvements of employees.

UNIT - IV

8. Describe the challenges of workforce diversity. What are its implications on organizational competency level ? Explain with examples.
9. Discuss the emerging trends of training in executive level management. What training skills are required for such training programmes in business organizations ?

12754. -(P-3)(Q-9)(22) (3)