

Roll No. ....

**12754**

**MBA 2 yr. 4th Semester  
(New Scheme CBCS)  
Examination – February, 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 is compulsory. Attempt any four questions from section-B selecting one question from each unit. All question carry equal marks.*

**SECTION – A**

1. Describe the following :

- (a) KSA
- (b) Goals
- (c) Reinforcement theory
- (d) Auditory Learning style

- (e) Team building
- (f) Vestibule training
- (g) Skill acquisition
- (h) Work force diversity

### SECTION - B

#### UNIT - I

2. What is Training ? Discuss the training process. Explain the need and rationale of training.
3. What is training system ? How do you align training with business strategy ? Why does training need to be aligned with strategy ?

#### UNIT - II

4. Discuss the concept of learning. What are different learning styles ? Explain social learning theory in detail.
5. What are the considerations for designing a training program ? Discuss the importance of trainer in the training program.

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#### UNIT - III

6. Enumerate different training methods. Explain Lecture method in detail with its advantages and disadvantages.
7. Explain the need for evaluation of training. Discuss any two approaches of training evaluation in detail.

#### UNIT - IV

8. Discuss the concept of management development. What are the various methods of management development ? Explain the implications of management development ?
9. Explain the characteristics of managers. Discuss succession planning and its objectives.

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