

Institute of Distance & Open Learning

MMS Programme: Semester – III (2021-22)

Human Resources Specialization

Training & Development - 60 Marks

Instructions

1. Q1 (20 marks) is compulsory
 2. Attempt Any Four (40 marks) out of Q2, Q3, Q4, Q5, Q6 and Q7
 3. Students have to attempt any four out of the remaining six questions and within each question; students have to attempt any two out of three sub – questions. Each sub – question would carry 05 Marks
 4. Figures to the right indicate full marks
 5. Draw neat diagrams wherever necessary
-

Q.1 is Compulsory (20 Marks)

- a) Explain Steps in Training Evaluation? (10 Marks)
- b) What are the decision-making development programs? (10 Marks)

Q2) Answer any two of the following (10 Marks)

- a) Explain on the Job Training Methods? (5 Marks)
- b) What is the use of Assessment Centres? (5 Marks)
- c) List down 5 disciplines of Building High Performance Learning Organization. (5 Marks)

Q3) Answer any two of the following (10 Marks)

- a) What are interpersonal Development programs? (5 Marks)
- b) Explain Difference between Internal and External Validity (5 Marks)
- c) What are different assessment tools? (5 Marks)

Q4) Answer any two of the following (10 Marks)

- a) List down different Off the Job Training Methods (5 Marks)
- b) Distinguish between Organizational Learning and Learning Organization. (5 Marks)
- c) How one can achieve Personal Mastery (5 Marks)

Q5) Answer any two of the following (10 Marks)

- a) What are the features of Learning Organization? (5 Marks)
- b) Explain Phases of Training. (5 Marks)
- c) What are different levels of training Needs Assessment? (5 Marks)

Q6) Answer any two of the following (10 Marks)

- a) What are steps in Evaluation of a Trainee? (5 Marks)
- b) Explain Different types of training needs. (5 Marks)
- c) What are Six components analysis of needs? (5 Marks)

Q7) Write Short Notes on any Two (10 Marks)

- a) Job Enlargement (5 Marks)
- b) Critical Incident Technique (5 Marks)
- c) Vestibule Training (5 Marks)

Note:

A Student has to separately secure minimum 50% marks in the Internal assessments and secure minimum 50% marks in the Semester End Examination in every subject to be declared as Pass.