

`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
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Q.1 is Compulsory (20 Marks)

- a) Discuss the Training Process Model (10 Marks)
- b) Explain in Brief different types of training (10 Marks)

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

- a) What is difference between managerial development and Training (5 Marks)
- b) Explain different components of Career Motivation. (5 Marks)
- c) What do you mean by Competency Assessment (5 Marks)

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

- a) State the purpose of a business game. (5 Marks)
- b) What do you mean by training cost-benefit analysis. (5 Marks)
- c) Explain the characteristics of learning organisations with examples. (5 Marks)

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

- a) Explain the various factors to be considered in designing and conducting a training program (5 Marks)
- b) Explain the role and applications of various audio visual aids in training programme (5 Marks)
- c) Discuss the role of trainers and line managers in the evaluation of training programmes (5 Marks)

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

- a) Critically analyse the Kirk Patricks model for evaluating training programmes effectiveness (5 Marks)
- b) What are scope and limitations of e-learning adopted in training programs (5 Marks)
- c) Explain Difference between Internal and External Validity (5 Marks)

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

- a) List the four Learning Styles proposed by Klob (5 Marks)
- b) List any three suggestions for improving the training program evaluation in firms (5 Marks)
- c) Explain the role of Cross Cultural Training in today's scenario (5 Marks)

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

- a) Sensitivity Training (5 Marks)
- b) Assessment Centers (5 Marks)
- c) Self Efficacy (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.