

[Time: 03.00 Hrs]

[Marks:75]

Please check whether you have got the right question paper.

N.B:

1. Q.1 is compulsory and carries 20 Marks.
2. Q. 8 is compulsory and carries 15 Marks.
3. Attempt any four questions from Q.2, Q.3, Q.4, Q.5, Q6 and Q7. Each of these questions carry 10 Marks.
4. Figures to the right indicate full marks.

Q.1 (A) Read the case study carefully and answer the following questions: (20)

Case Study:

Green Valley Enterprises is a mid-sized organization specializing in eco-friendly products. The management has noticed a gap in employee skills and productivity, particularly in the marketing and operations teams. They have decided to introduce a new training program that includes classroom training, role-playing sessions, and outbound activities to enhance team collaboration and job performance.

Questions:

- a) What steps should Green Valley Enterprises follow to identify training needs in the marketing and operations teams?
- b) Discuss how classroom training and role-playing can be effectively implemented.
- c) Explain the role of outbound activities in fostering teamwork and collaboration.
- d) Suggest ways to track and measure the success of the training program.

Q.2 Attempt any Two of the following: (10)

- a) How does training improve employee performance and organizational productivity?
- b) Explain the use of competency mapping in designing training programs.
- c) What are the advantages of using blended learning in training programs?

Q.3 Attempt any Two of the following: (10)

- a) Discuss the role of technology in enhancing training efficiency.
- b) How can organizations create an effective training needs assessment process?
- c) Explain the significance of training calendars in planning development programs.

- Q.4 Attempt any Two of the following: (10)**
- a) What are the key challenges in managing a training and development program?
 - b) Describe the Kirkpatrick Model and its application in training evaluation.
 - c) Discuss how management development programs contribute to organizational growth.
- Q.5 Attempt any Two of the following: (10)**
- a) How can training programs be customized for diverse workforces?
 - b) Explain the use of computer-based training in modern organizations.
 - c) What are the benefits of conducting regular training audits?
- Q.6 Attempt any Two of the following: (10)**
- a) What are the phases of a training cycle? Explain with examples.
 - b) Discuss the significance of cost-benefit analysis in training programs.
 - c) How can organizations ensure the ROI of their training initiatives?
- Q.7 Write Short note on any Two of the following: (10)**
- a) Explain the use of learning management systems in training.
 - b) What are the benefits of on-the-job training for employees?
 - c) How can training support the creation of a learning organization?
- Q.8 Attempt any Three of the following: (15)**
- a) Five Disciplines of High-Performance Learning Organizations.
 - b) Satellite-Based Training Methods.
 - c) Steps in Conducting a Training Audit.
 - d) Challenges in Training Administration.