

Roll No. ....

Exam Code : J-19

Subject Code—0320

**M.B.A. EXAMINATION**

(Batch 2018 Onwards for Lateral Entry)

(Fourth Semester)

TRAINING AND DEVELOPMENT

(Common with P.G. Diploma in Human  
Resource Management)

OBH-412/PGDHRM-105

*Time : 3 Hours*

*Maximum Marks : 70*

**Note :** Q. No. 1 is compulsory. Attempt *Five* questions in all, selecting at least *one* question from each Unit. All questions carry equal marks.

**1.** Compulsory Question :

- (a) e-Learning
- (b) Training aids

- (c) Training effectiveness
- (d) Evolution of training's role
- (e) Principles of adult learning
- (f) Social learning theory
- (g) Technology and learning.

### **Unit I**

- 2. What is training and development ? What is role of training and development in human resource development ? Explain.
- 3. What is strategic training ? Explain the strategic training and development process.

### **Unit II**

- 4. Why is needs assessment necessary ? Who should participate in needs assessment ? Explain.
- 5. What is Learning ? Discuss reinforcement theory and expectancy theory of learning.

### **Unit III**

- 6. Critically examine in brief the on-the-job training methods.
- 7. Discuss how new technology make it easier to learn. How do they facilitate transfer of training ?

### **Unit IV**

- 8. What practical considerations need to be taken into account when calculating of a company's training program's ROI ? Discuss.
- 9. Critically examine in brief the types of evaluation designs.