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MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION : DECEMBER - 2022
SEMESTER - III
Sub: Training & Development (MHRM304)

Date: 21/12/2022

Total marks: 60

Time: 10.00am to 12.30pm

SECTION – I

Q. 1. Fill in the blanks.

(5)

1. In _____ initiative is taken by the individual with the objective to meet the future need of an employee.
a) Training
b) Development
c) Learning
d) Activities
2. The purpose of training and development in organizations is
a) To lower attrition
b) Foster Leadership
c) Growth of the company
d) All of these
3. This is not a type of Training and Development
a) Technical
b) Professional
c) Soft skills
d) Gossiping
4. In _____, the initiative is taken by the management with the objective of meeting the present needs of employee.
a) Training
b) Development
c) Learning
d) Activities
5. On the job & off the job are one of the _____ of training.
a) Advantages
b) Disadvantages
c) Methods
d) Limitations

Q. 2. Answer the following. (Any Two)

(20)

1. Define Training & Development. Give the benefits of training.
2. What are the different employee training methods?
3. Why do companies spend money on training and development?
4. What is the role of technology in training and development?

Q. 3. Write notes on. (Any Two)

(10)

1. Kirkpatrick Model of training evaluation
2. Role of a trainer in a company
3. Challenges of a Corporate Trainer

SECTION – II

Q. 4. Case Study

(15)

The manager of a large company realised that during his twenty years with the company, he trained many managers and encouraged their development, only to see many of them leave the firm after completing their training. Soon after completing the training programme, when Smita came to see the manager to submit her resignation, the manager was furious because this had happened several times before. Smita told the reason for her leaving the company and joining the competitor was that there were fewer opportunities for career advancement in the current company.

The manager immediately went to see the general manager (HR) and complained about the training policy and lack of system approach in Training and Development in the company.

- i. What might be the reason that employees left after receiving their training?
- ii. If you were in place of the GM-HR, what would you do?
- iii. Give a suitable title to the case

Q. 5. Answer the following:

(10)

- a) What are the Roles and Responsibilities of the Modern Trainer?

OR

- b) Describe in detail 'Steps in the Needs Assessment Process'.