

3M6335

Roll No. \_\_\_\_\_

Total No of Pages: 2

**3M6335**

**M. B. A. III Sem. (Main/Back) Exam., Jan. 2016**

**M-311 Training and Development**

**(Minor Elective)**

**Time: 3 Hours**

**Maximum Marks: 70**

**Min. Passing Marks: 28**

*Instructions to Candidates:*

- (i) *The question paper is divided in two sections.*
- (ii) *There are sections A & B. Section A contains 6 questions out of which the candidate is required to attempt any 4 questions. Section B contains short case study / application based question which is **compulsory**.*
- (iii) *All questions carry **equal** marks.*

1. NIL

2. NIL

**SECTION-A**

- Q.1 Describe components of Training. [14]
- Q.2 What are the different learning theories and how can they facilitate understanding of human learning process for developing competencies. [7+7=14]
- Q.3 How can the needs for training and developing employees be identified? [14]
- Q.4 Explain different types of training methods. [14]
- Q.5 What is training communication & how training programme is controlled? [7+7=14]

Q.6 Write short notes on :

(a) Pedagogy

[7]

(b) Training Modules

[7]

## **SECTION-B**

### **Case Study**

Q.7 You are designing a two-day workshop to teach intact teams of managers to use systematic group problem – solving methods. The managers include several functional & HR Managers and their three to five immediate subordinates, each of whom manages area within HRM. These individuals are required to attend the training programme. The content of the programme includes several steps in the problem solving process and several types of skills.

Question -

How will your training programme incorporate or deal with each of the following learning principles? [14]

(i) Readiness

(ii) Motivation

(iii) Interference

(iv) Feedback

(v) Overlearning

(vi) Transfer Training.