

**Code: 9E00305c**

MBA III Semester Regular & Supplementary Examinations January 2015

**TRAINING AND DEVELOPMENT**  
(For students admitted in 2011, 2012 & 2013 only)

Time: 3 hours

Max. Marks: 60

Answer any FIVE questions  
All questions carry equal marks

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- 1 (a) Define training and development.  
(b) What is the significance of training in an organization?  
(c) Explain systems approach to training.
- 2 (a) What do you understand by career management system?  
(b) Explain the roles of HR managers and top management in employee career.
- 3 (a) What is corporate strategy?  
(b) Discuss the relationship between corporate strategy and training.  
(c) What are the responsibilities of training manager in management of training?
- 4 (a) Who is a *Training Consultant*?  
(b) What is the role of consultant in employee training?  
(c) Explain various factors to be considered in preparation of training budget.
- 5 (a) Enumerate purposes and objectives of training need assessment.  
(b) How training need analysis done?  
(c) Discuss the criteria in selection of a trainee.
- 6 (a) What is Goal setting?  
(b) Explain the steps in goal setting process.  
(c) What are the important facilities required for a training programme?
- 7 (a) Explain the broad classification of training methods.  
(b) Discuss in detail the methods of outdoor training.
- 8 (a) What is programmed instruction?  
(b) How do you evaluate effectiveness of training programme?  
(c) Explain Kirkpatrick model for evaluating training.

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