



QP CODE: 23701549



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Reg No :

Name :

M.B.A. DEGREE EXAMINATION, NOVEMBER 2023

Third Semester

Faculty of Management Science

ELECTIVE - MB820301 - TRAINING AND DEVELOPMENT

2019 Admission Onwards

BF6D495A

Time: 3 Hours

Maximum Marks: 60

Part A

*Answer any **five** questions. Each question carries **2** marks.*

1. List the types of training.
2. What are the types of training needs?
3. What is organisational analysis?
4. What do you mean by cross-cultural training?
5. What is the objective of in-basket exercises?
6. List the direct costs of training.
7. What are the career stages?

(5×2 = 10 Marks)

Part B

*Answer any **five** questions. Each question carries **6** marks.*

8. Explain the implications of Social Learning theory to training.
9. Explain the steps to be taken to enhance the trainees' motivation to learn.
10. Briefly explain the process of designing a training programme.
11. Explain the relationship between Training evaluation and Transfer of Learning.
12. Explain CIRO's Model of training evaluation.





13. Explain the role of HRD function in an organisation.
14. Explain how has technology benefitted the training function in an organisation?

(5×6 = 30 Marks)

Part C

*Answer any **two** questions. Each question carries **10** marks.*

Question number 17 is compulsory .

15. Post-lunch session of a training program is referred to as the graveyard slot. Describe the strategies required for effective handling of post-lunch session.
16. To evaluate a training program, would you argue for examining all four levels if your boss suggested you should look only at the last one (results) and that if it improved, you would know that training had some effect?

Compulsory Question

17. You have been appointed as a Consultant to conduct a training workshop for a group of newly recruited floor level operations of a Car showroom. Design the training workshop with all the necessary components.

(2×10 = 20 Marks)

