



III Semester M.B.A. Examination, August 2011
Elective – 1 (Human Resource)
MANAGEMENT OF TRAINING AND DEVELOPMENT

Time : 3 Hours

Max. Marks : 75

***Instructions :** Question paper is divided into **three** groups.
Each group is of **25** marks.
Figure to the **right** in bracket indicates mark.
Assume suitable data if **necessary**.*

GROUP – A

Answer **any three** questions. (Question No. **1** is **compulsory**).

1. Explain Krik Patrick Model of four level approach. **(05)**
2. Explain why evaluation of training is necessary. **(10)**
3. Discuss the key issues involved in the cases. **(10)**
4. Explain the ROI approach. Distinguish between Krit Patrick approach and ROI approach. **(10)**
5. Identify the lessons for developing training strategies. **(10)**

GROUP – B

Answer **any three** questions. (Question No. **6** is **compulsory**).

6. What is induction ? **(05)**
7. “If employees are properly elected, there should be no need for an induction programme”. Comment. **(10)**
8. Explain the content of an effective induction programme should contain. **(10)**
9. Find out the reasons for the unsatisfactory conditions of evaluation of MDP. **(10)**
10. How do you improve the conditions of MDP ? **(10)**



GROUP – C

All questions are **compulsory**.

11. Fill in the blanks (**Each** question carries **2** marks).

- i) _____ offer opportunity for managers to acquire knowledge and development their conceptual and analytical abilities.
- ii) _____ in delivering training is, only component of a ‘successful training event.
- iii) _____ probably used most frequently by trainers.
- iv) _____ is effectively is one of the most important skills one can develop.
- v) A training and development programme has a better chance of success when its training _____ are selected properly.

12. Multiple choice question. (**Each** question carries **2** marks).

- i) Capability of person depends upon one’s ability to work and _____
 - a) Type of training one received
 - b) Economical condition
 - c) Position
 - d) Non from above
- ii) A business environment if becoming increasingly competitive, complex and _____.
 - a) Highly unpredictable
 - b) Currept
 - c) Employer oriented
 - d) Non from given
- iii) The assessment can be _____ as needed.
 - a) Detailed
 - b) Deep
 - c) Complex
 - d) Non from given



- iv) Informal meetings is arranged by a training specialist in _____
 - a) Interview method
 - b) Questionnaire method
 - c) Self analysis method
 - d) Non from above
- v) Response in the _____ are evaluated to identify the training needs.
 - a) Questionnaire methods
 - b) Interview methods
 - c) Self analysis methods
 - d) Non from above

13. **True or False (Each question carries 1 mark).**

- i) Training design is not a blue print for training event.
- ii) The objectives of the training programme should align with organizational values, goals and objectives.
- iii) Computer based training and web based training are virtually same.
- iv) Many company's are implemented E-learning.
- v) Conducting training programmes requires considerable effort and co-ordination.
