

# P-721

Total Pages : 3

Roll No. ....

## MS-309

**Management of Training and Development (Set-II)**

Master of Business Administration (MBA)

4th Semester Examination, 2023 (June)

**Time : 2 Hours]**

**Max. Marks : 70**

**Note :** This paper is of Seventy (70) marks divided into two (02) Sections A and B. Attempt the questions contained in these sections according to the detailed instructions given therein. Candidates should limit their answer to the questions on the given answer sheet. No additional (B) answer sheet will be issued.

**SECTION-A**

**(Long Answer Type Questions)**

**Note :** Section 'A' contains Five (05) long answer type questions of Nineteen (19) marks each. Learners are required to answer any Two (02) questions only.

(2×19=38)

1. Explain the role of content, sequence, place, trainer, time, method and media for an effective training programme.

2. "On-the-job experiences are used most commonly by organizations to develop executives". Briefly discuss the methods of providing on-the-job experiences.
3. Explain Kirkpatrick's model of training outcome evaluation.
4. Design a detailed training module on occupational health and safety for a manufacturing industry of your own choice.
5. Explain the system approach to training. Identify and discuss some of the desirable traits of a trainer.

**SECTION-B**  
**(Short Answer Type Questions)**

**Note :** Section 'B' contains Eight (08) short answer type questions of Eight (08) marks each. Learners are required to answer any Four (04) questions only. (4×8=32)

1. Elaborate the CRAMP technique of lesson planning.
2. 'Training to an employee is an investment not an expense.' Support the statement with example.
3. List out overlapping in various stages of training process.
4. Using the suitable example explain the process of identification of training needs of an organization.

5. Discuss immediate, intermediate and ultimate trainy outcome evaluation.
  6. Explain what type of training programme will be benefited for a flight pilot and a locomotive pilot?
  7. On-the-job training has some drawbacks. Briefly discuss these and possible solutions suggested by experts in this regard.
  8. Write short notes on the following :
    - (a) Pre-service training.
    - (b) Module designing.
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