

Roll No. ....

## **MS–309/HR–2309**

### **Management of Training and Development**

(प्रशिक्षण व विकास प्रबंध)

Master of Business Administration/P. G. Diploma  
in Human Resource Management

(MBA–10/12/13/16/17/PGDHRM–10/16/17)

Fourth/Second Semester, Examination, 2018

**Time : 3 Hours**

**Max. Marks : 80**

**Note :** This paper is of **eighty (80)** marks containing **three (03)** Sections A, B and C. Learners are required to attempt the questions contained in these Sections according to the detailed instructions given therein.

#### **Section–A**

##### **(Long Answer Type Questions)**

**Note :** Section 'A' contains four (04) long answer type questions of nineteen (19) marks each. Learners are required to answer *two* (02) questions only.

1. Define on-the-job training. What are the various methods of on-the-job training ?
2. Explain the following ways through which people learn :
  - (a) Trial and error
  - (b) Being told
  - (c) Imitation
  - (d) Thinking

**(B-67) P. T. O.**

3. Design a detailed training module for marketing professionals in any Industry of your choice.
4. What do you understand by pedagogy ? Explain various models of Pedagogy.

### **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 *four* (04) questions only.

Discuss briefly on the following questions :

1. Four levels of evaluation according to the Kilpatrick model.
2. Need for training.
3. Benefits of assessment.
4. Training process is not a step by step process whereas it is an overlapped process. Elucidate.
5. Pre-service training.
6. Long's spectrum.
7. Competency gap.
8. Training to an employee is an investment not an expense. Support the statement with example.

### **Section-C**

#### **(Objective Type Questions)**

**Note :** Section 'C' contains ten (10) objective type questions of one (01) mark each. All the questions of this section are compulsory.

Write true/false against the following :

1. Theory Y managers believe that most people want and like work.

2. Many colleges and universities have arranged for students to work part-time in a special training program as part of their education. This type of training is called T-group training.
3. Need-based motivational theories are based on work by McGregor and Vroom.
4. Tests would most likely be used for evaluating the outcome of training programs when learning criterion is utilized.
5. Vestibule training and simulation training are two different names of same training method.
6. Stamping document is a simple motor skill.
7. Attributes considered for identifying competency gap are Knowledge, Skills and Attire.
8. A dual career family refers to as both husband and wife have a job outside the home.
9. Basic level need described by Maslow is Psychological Need.
10. The process of selectively reinforcing a response to change the behavior of a person is associated with behavioral modeling.