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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/
MBAH-11)

4th/2nd Semester, Examination-2019

Time : 3 Hours

Max. Marks : 80

Note - This Paper is of Eighty (80) marks divided into two (02) Sections A and B. Attempt the Questions contained in these sections according to the detailed instructions given therein.

Section - A

(Long-Answer-Type Questions)

Note - Section 'A' contains Five (05) long-answer-type questions of Fifteen (15) marks each. Learners are required to answer any Three (03) questions only.

(3 × 15 = 45)

1. Define training and development. Elaborate the various steps involved in a training process.

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2. Elaborate the importance Content, Sequence, Place, Time, Trainer, Method and Media while designing a training programme?
3. Design a detailed training programme for the employees of a paper manufacturing company?
4. 'Analysis of Organization Training Need (AOTN) is the solution to all problems related with the performance of human resource in an organization'. Justify the statement.
5. Elaborate the CIRO model of training evaluation.

Section - B
(Short-Answer-Type Questions)

Note - Section 'B' contains Eight (08) short-answer-type questions of Seven (07) marks each. Learners are required to answer any Five (05) questions only.

(5 × 7 = 35)

Discuss any five of the following questions :

1. Differentiate between On-the-job and Off-the-Job training.
2. Four levels of evaluation according to the Kirpatrick model.
3. Simulation technique.
4. Competency Mapping.
5. Orientation Training.
6. Overlapping in various stages of training process.
7. Role of Trainer.
8. KSA approach of lesson planning.