

**M.B.A. (Semester-III) Examination
MANAGEMENT OF TRAINING AND
DEVELOPMENT**

Paper-MBA/3305/H

Time : Three Hours]

[Maximum Marks : 70

- Note :-** (1) Figures to right indicate marks.
(2) ALL questions are compulsory.

SECTION-A

1. (a) Discuss how pre-training module is important in the effectiveness of training. 14

OR

- (b) 'More the training cost and training investment, better is the performance of employees and organisation'. Discuss. 14

SECTION-B

2. (a) Explain the factors to be considered while assessing training needs. 7
(b) Zonsoft is a software company. The company has recruited 100 fresh engineering graduates for its upcoming project. Prepare an Action Research plan for training program for their newly recruited engineers. 7

OR

- (c) How will you organise training function ? Explain. 7
- (d) Cooperative bank has to do automation to cope up with change. The bank has decided to provide training to its staff. How can you help the management to plan and implement the training program ? 7
3. (a) Explain the behavioral and cognitive approach of learning. 7
- (b) Today's management education pattern is providing classroom type of training whereas corporate require on the job training. In your view, how this gap can be filled up. 7

OR

- (c) Explain the term learning climate. 7
- (d) Design a training module for MBA students keeping in view the requirement of corporate industry. 7
4. (a) Name different training methods and explain any two methods in brief. 7
- (b) Rajesh bakers produces all type of bakery products. It has 500 employees. The company recruits only experienced people. First time company has recruited fresh graduates as supervisors. You are appointed as training consultant, what type of training will you suggest for newly recruited supervisors and why ? 7

OR

- (c) Explain in brief any three training aids with their advantages. 7
- (d) CEO of a reputed home appliances company plans to provide training to his sales employees in a good hotel at Manali. Suggest what facilities and training aids to be included in hotel to make the training more interesting and effective. 7

SECTION-C

5. A public sector company is taken over by Vedanta Group. CEO of a company observed that working style of the employees is not as desired. So CEO plans to provide training to employees to improve their working style and performance. CEO wants that proper evaluation of training should be done from time to time and feedback of employees to be obtained on regular basis. You are appointed as HR consultant.
- (i) You need to suggest various evaluation techniques to measure the effectiveness of training program. 7
- (ii) Design a suitable feedback form for training to employees. 7