

**MASTER OF VOCATION**  
**Management HRM**  
**Subject: Training and Development**  
**Subject Code: MSR-804**  
**Semester: First**  
**December 2019**  
**Theory (External): 70 Marks**  
**Time: 03 hours**

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**Instructions to the Students**

1. This Question paper consists of two Sections. All sections are compulsory.
2. Section A comprises 10 questions of objective type in nature. All questions are compulsory. Each question carries 2 marks.
3. Section B comprises 8 essay type questions out of which students need to do any 5. Each question carries 10 marks.
4. Read the questions carefully and write the answers in the answer sheets provided.
5. Do not write anything on the question paper.
6. Wherever necessary, the diagram drawn should be neat and properly labelled

**Roll Number**

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**SECTION -A (OBJECTIVE TYPE QUESTIONS)**  
**(10x2=20 Marks)**

- A Explain Learning process
- B Describe the two approaches of Job design.
- C Explain the 'KRIKPATRICK' model of evaluation
- D Discuss the different training skills needed for trainer.
- E Differentiate on the job training and off the job training.
- F Discuss the principles of learning as the significant tool in the organisation for its growth.
- G Write a note on process of implementing training program.
- H Disclose the various methods of performance appraisal.
- I Write a note on Cost-Benefit analysis of training.
- J Describe the challenges of training managers.

**SECTION –B (ESSAY TYPE QUESTIONS)**

**(5x10=50 Marks)**

- Q1 What do you mean by Training? Explain various theories of training.
- Q2 Explain the various exercises used to build the effective team in the organisation.
- Q3 Define Job evaluation and what are the principles of Job evaluation
- Q4 Write a brief note on
- a) CIRO Model
  - b) Simulations
- Q5 How we can develop the effective trainers in the organisation? Discuss in details the various approaches used for the development of management.
- Q6 Through a light on the emerging issues in training and development in India.
- Q7 Short Notes on a) Resistances in training b) Role of external agency in training & development.
- Q8 Explain in detail the various methods of training? Which of the method do you consider the best for training of employees in Pharmaceutical sector?

\*\*\*\*\*END OF PAPER\*\*\*\*\*