

2202M008

MASTER OF VOCATION
Management HRM
Subject: Training and Development
Subject Code: MHR801
Semester: First
February, 2022
Theory (External): 70 Marks
Time: 03 Hours

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									

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

- A) Explain the process of Learning.
- B) Write down the importance of implementing T&D programs.
- C) State the importance of training and development Centers.
- D) On-the-job training Vs. off-the-job training.
- E) Describe the two approaches of Job design.
- F) Write any two methods of performance appraisal.
- G) What are the challenges that are faced by training managers?
- H) Discuss the different training skills needed for trainer.
- I) Define job evaluation.
- J) What is the process of implementing training program.

SECTION -B (ESSAY TYPE QUESTIONS)
(5x10=50 Marks)

1. Define Training. Explain the Process of Training and Development.
2. What are the Principles and Theories of learning?
3. Explain in detail the various methods of training? Which of the method do you consider the best for training of employees in Pharmaceutical sector?

4. Write a brief note on :
 - a) CIRO Model
 - b) Kirkpatrick Model of Evaluation
5. Define Evaluation. What are the problems, and Steps involved in Evaluation process.
6. Write Short Note on:
 - a) Resistances in training
 - b) Role of external agency in training & development.
7. Explain in detail the Cost-Benefit analysis of Training.
8. Through a light on the emerging issues in training and development in India.

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