



MB 116 C

III Semester M.B.A. Examination, July 2010

MANAGEMENT

Elective – C : Human Resource Management

**Course – 16 C : MANAGEMENT OF TRAINING AND DEVELOPMENT
(Freshers)**

Time : 3 Hours

Max. Marks : 75

SECTION – A

1. Answer **any five** questions **each** carry **2** marks. **(2×5=10)**

- a) How is training different from development ?
- b) What is TNA ?
- c) What is simulation ?
- d) What is a pilot training ?
- e) What is the significance of training need analysis ?
- f) What is the scope of training on organisation ?
- g) What is the need for training evaluation ?

SECTION – B

Answer **any four** questions, **each** carry **5** marks. **(4×5=20)**

- 2. Discuss the objectives of training.
- 3. Explain the steps involved in the process of training need assessment.
- 4. Explain the essentials to be followed in designing a training program.
- 5. Explain the meaning, concept and process of management development.
- 6. What are the competencies required for a trainer ?
- 7. Write a note on organisation climate in effective training.

P.T.O.



SECTION – C

Answer **any three** questions. **Each** carry **10** marks.

(3×10=30)

8. Explain the important factors that has to be considered by HR Manager for effective implementation of a training program.
9. Explain the advantages and disadvantages of on-the-Job and off-the-Job training.
10. What are the types of evaluation instruments used to measure the effectiveness of training ?
11. Discuss the role and significance of training and development activity in public sector enterprises in the current scenario.
12. Discuss various techniques for building rapport with trainees.

SECTION – D

13. Case (**Compulsory**) :

(1×15=15)

On 1st December, 2005, Mr. Vinay a recent recruit from a reputed management institute in India walked into their corporate office at Mumbai as a new Finance trainee. Mr. Pradeep, the Head Finance for a large computer software firm was there to greet him, Vinay's job consisted to administration related accounting activities of the organization. Mr. Pradeep briefed him on the activities of the organization and the need to have a separate administration-related accountant for the organization. Then Mr. Pradeep gave Mr. Vinay Company Annual Reports, catalogues and various other papers of the company. Subsequently, Mr. Vinay was taken to his desk where he found a lot of pending works that Mr. Pradeep asked him to complete by the weekend.

Thereafter Mr. Pradeep excused himself and did not return. Mr. Vinay spent the whole day scanning the material, pending work and at 5 p.m, he picked up his things and went home.

- 1) What do you think about Mr. Vinay training programme ?
 - 2) What type of orientation programme would you suggest ?
 - 3) What method of training would have been best under the circumstances ?
Would you consider OJT, simulation or experienced methods ?
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