

Code No: **21BA3T5HB**

**II MBA - I Semester Regular / Supplementary Examinations
DECEMBER – 2023**

TRAINING AND DEVELOPMENT

Duration: 3 Hours

Max. Marks: 70

- Note: 1. This question paper contains three Parts-A, Part-B and Part-C.
 2. Part-A contains 8 short answer questions. Answer any **Five** Questions.
 Each Question carries 2 Marks.
 3. Part-B contains 5 essay questions with an internal choice from each unit.
 Each Question carries 10 marks.
 4. Part-C contains one Case Study for 10 Marks.
 5. All parts of Question paper must be answered in one place

BL – Blooms Level

CO – Course Outcome

PART - A

		BL	CO
1. a)	Enumerate the differences between education and training.	L1	CO1
1. b)	State the concept of Training the Trainer.	L1	CO2
1. c)	Examine the training needs assessments.	L1	CO2
1. d)	Describe the concept of Buzz Groups.	L1	CO3
1. e)	Examine the concept of Brain Storming Technique.	L1	CO3
1. f)	Describe about CIRO model.	L1	CO4
1. g)	Define Training Evaluation.	L1	CO4
1. h)	Describe the concept of Andragogy.	L1	CO5

PART – B

			BL	CO	Max. Marks
<u>UNIT – I</u>					
2.	a)	Define training and development. Also discuss its functions.	L4	CO1	5 M
	b)	Explain the need for training to newly hired employees.	L4	CO1	5 M
OR					
3.	a)	Explain Types of Training.	L4	CO1	5 M
	b)	Define Training and role of Trainers in industries.	L4	CO1	5 M
<u>UNIT – II</u>					
4.	a)	Discuss on the importance of Task analysis.	L4	CO2	5 M
	b)	Analyze the design of needs analysis.	L4	CO2	5 M
OR					
5.	a)	Explain the different approaches of training need analysis.	L4	CO2	5 M
	b)	Explain why is it said that training design is a matter of experience.	L4	CO2	5 M

<u>UNIT-III</u>					
6.	a)	Draw and explain the chart of training methodologies.	L3	CO3	5 M
	b)	Illustrate the contents of simulation methods.	L3	CO3	5 M
OR					
7.	a)	Explain advantages and disadvantages of case study method.	L3	CO3	5 M
	b)	Demonstrate the contents of On- the Job training.	L3	CO3	5 M
<u>UNIT – IV</u>					
8.	a)	Explain Kirkpatrick model of evaluation.	L5	CO4	5 M
	b)	Discuss on Cost- Benefit Analysis.	L5	CO4	5 M
OR					
9.	a)	Evaluate the concept of ROI for training.	L5	CO4	5 M
	b)	Demonstrate the principles and guidelines for Training Evaluation.	L5	CO4	5 M
<u>UNIT – V</u>					
10.	a)	Discuss about E- Learning and its usage in training system.	L4	CO5	5 M
	b)	Explain the CBT technique in learning.	L4	CO5	5 M
OR					
11.	a)	Discus on Cognitive learning theory.	L4	CO5	5 M
	b)	List and explain any four principles of learning.	L4	CO5	5 M

PART –C

		BL	CO	Max. Marks
12.	<p>Scenario Siemens is one of the largest Electrical and Electronics Engineering Companies in the world. Every year it employees 20000 people in UK. In addition, Siemens UK invested in huge amount in R & D because their business focused on “Innovations”. Now, Siemens needs to plan for effective training for their newly employed.</p> <p>Questions</p> <ol style="list-style-type: none"> 1. Suggest Siemens with effective Training Plan. 2. Design an Entry- level Development Programme for the need. 3. Explain on how the above Programme will benefit both to newly employed and to Siemens? 	L5	CO2, CO4	10 M