

C 60875



(Pages : 2)

Name.....

Reg. No.....

FOURTH SEMESTER M.B.A. DEGREE EXAMINATION, APRIL 2014

(2010 Scheme)

MBA HRM 5—MANAGEMENT OF TRAINING AND DEVELOPMENT

Time : Three Hours

Maximum : 36 Weightage

Part A

*Answer all the questions.
Each question carries 1 weightage.*

1. Differentiate between training and development.
2. What do you mean by vestibule training ?
3. What is reinforcement ?
4. Describe electronic MDP.
5. What is E-learning ?
6. What is coaching ?

(6 × 1 = 6 weightage)

Part B

*Answer any six questions.
Each question carries 3 weightage.*

7. Explain the differences between pedagogy and andragogy.
8. Name the various sources of data which can be used for training need analysis.
9. What is a design model ? Explain any two types of structures.
10. What is training evaluation ? Explain the significance of training evaluation.
11. Explain the traits of a successful trainer.
12. Explain the pre-requisites for the effectiveness of classroom training.
13. Describe the significance of OJT in developing the workforce capabilities.
14. State the guidelines for organising the contents in training.

(6 × 3 = 18 weightage)

Turn over

Part C

*Answer any two questions.
Each question carries 6 weightage.*

15. "Training needs analysis involves time, effort and money". Justify the cost benefit perspective of it.
16. What is the contribution of Donald Krikpatrick to training evaluation ? Explain his four level model of training evaluation.
17. "Technical skills are less important whereas the conceptual skills are especially important when an individual goes up in the heirarchy". Critically comment the importance of MDP in this context.

(6 × 2 = 12 weightage)