

C 82574

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Name.....

Reg. No.....

FOURTH SEMESTER M.B.A. DEGREE EXAMINATION, JUNE 2015

(CUCSS)

BUS 4EH 04—MANAGEMENT OF TRAINING AND DEVELOPMENT

(2013 Admissions)

Time : Three Hours

Maximum : 36 Weightage

Part A

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

1. What is HRD ? Explain the meaning and significance of HRD.
2. Define learning. Explain any two purpose of learning.
3. Distinguish between the terms training and development.
4. Explain the difference between pedagogy and andragogy.
5. Name the various sources of data which can be used for training needs analysis.
6. Mention the various types of training and their importance.

(6 × 1 = 6 weightage)

Part B

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

7. What is andragogy ? Discuss the contribution of Malcolm Knowles to adult learning theory.
8. Explain the major challenges involved in training implementation.
9. Explain the three major types of on the job training.
10. What is the communication skills required for successful trainers ? Mention the role of eye contact in communication.
11. Explain the meaning and significance of e-learning.
12. What is the contribution of Donald Kirkpatrick to training evaluation ? Explain his four level model of training evaluation.
13. Define social learning theory. Explain the principles of learning.
14. Describe the five categories of learned capabilities and Bloom's taxonomy of learning.

(6 × 3 = 18 weightage)

Turn over

Part C

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

15. Define social learning theory. Explain the principles of learning.
16. Training needs analysis involves time, effort and money. Justify the cost-benefit perspective of it.
17. Training and development is the heart of any business which cannot be outsourced. Discuss.

(2 × 6 = 12 weightage)