

C 23492

(Pages : 2)

Name.....

Reg. No.....

**FOURTH SEMESTER M.B.A. DEGREE (REGULAR/SUPPLEMENTARY)
EXAMINATION, JULY 2022**

(CUCSS)

M.B.A.

BUS 4E H 05—MANAGEMENT OF TRAINING AND DEVELOPMENT

(2016 Scheme)

Time : Three Hours

Maximum : 36 Weightage

Part A*Answer all questions.**Each question carries 1 weightage.*

1. Why is the training process important in an organization ?
2. What are the basic principles of learning ?
3. What do you mean by Task Analysis ?
4. What are Facilitation skills ?
5. What is TQM ?
6. What do you mean by Pedagogy ?

(6 × 1 = 6 weightage)

Part B*Answer any four questions.**Each question carries 3 weightage.*

7. Describe the Faculty Model of organizing the training department.
8. Elaborate on the Social Learning Theory.
9. Describe the features of an effective Lesson Plan.
10. Explain the process of training for management of change.
11. Discuss the methods for Cost benefit Analysis of a training program.
12. Explain the objectives of Management Development.

(4 × 3 = 12 weightage)

Turn over

Part C

*Answer any three questions.
Each question carries 4 weightage.*

13. Explain the strategic Training and Development process.
 14. Describe the Bloom's Taxonomy of Learning.
 15. Elaborate on the considerations for designing an effective training program.
 16. Discuss the various leadership training techniques adopted by the companies in India.
 17. Explain the future trends that are likely to influence training departments in an organization.
- (3 × 4 = 12 weightage)

Part D**Compulsory question.**

18. *Case :*

Dileep and Ajith had joined A and Z Solutions from the same prestigious business school. They are having very good communication skills and analytical abilities. During their induction program, they had been put through various training exercises. A team learning experiment was conducted in which both of them competed against each other to showcase their abilities. After this training, the fresh batch of trainees was assigned various roles. During their initial days, it was observed that Dileep does most of the things by himself and only shares vital information with others if he finds it necessary. Ajith, on the other hand, is very talkative and loves to go around sharing every bit of information with anyone who entertains him. Moreover, he enjoys working in a team as he needs to bother about working only on a part of the assignment rather than the whole assignment. In professional and personal meetings, they fight over their behaviour while working in a team.

Questions :

1. Do you think the team learning experiment of A and Z Solutions helps in building a trainee's interpersonal skills? Justify your answer.
2. Comment on the behaviour of Dileep and Ajith during the meetings. Suggest the measures to be taken to avoid the recurrence of such fights in the future.

(1 × 6 = 6 weightage)