

**VPM's**  
**DR VN BRIMS, Thane**  
**Programme: MMS (2014-16)**  
**Third Semester (HR) Examination October 2015**

<b>Subject</b>	<b>Training and Development</b>		
<b>Roll No.</b>		<b>Marks</b>	<b>60 Marks</b>
<b>Total No. of Questions</b>	<b>7</b>	<b>Duration</b>	<b>3 Hours</b>
<b>Total No. of printed pages</b>	<b>2</b>	<b>Date</b>	<b>29.10.2015</b>

**Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.**

**Q1) 20 Marks (Compulsory)**

Reema has been employed for six months in the accounts section of Godavari Polymers, manufacturing company in Hyderabad. You have been her supervisor for the past three months. Recently you have been asked by the management to find out the contributions of each employee in the Accounts Section and monitor carefully whether they are meeting the standards set by you.

A few days back you have completed your formal investigation and with the exception of Reema all seem to be meeting the targets set by you. Along with numerous errors, Reema's work is characterized by low performance. Often she does 20% less than other clerks in the department.

As you look into Reema's performance review sheets again, you begin to wonder whether some sort of remedial training is needed for people like her.

1. Do you attribute Reema's poor performance to poor training?
2. Suggest remedial training form Reema.

**Attempt Any FOUR from the Remaining SIX Questions**

**Q2) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Discuss the challenges faced by HRD.
- b) State the objectives of T&D.
- c) What are the blocks in learning?

**Q3) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) "Having best practices in T&D is beneficial for the organization." Justify.
- b) Design a training module on 'Stress Management' for the employees of an IT firm.
- c) What is meant by Learning Organization?

**Q4) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Explain in brief Pavlov's theory of Classical conditioning.

- b) Discuss the steps involved in training design and implementation.
- c) Why is TNA required?

**Q5) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) 'Trainer capabilities go a long way in determining the success of a training program.' Do you agree with this statement? Justify.
- b) What is meant by competency based training?
- c) "Case study method is an effective method of teaching." Do you agree with this statement? Justify.

**Q6) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Discuss the difference between pedagogy and andragogy.
- b) What are the reasons for evaluating a training program?
- c) Write a short note on : Training Audit

**Q7) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Design an outward bound training module for the employees of a bank.
- b) What is meant by return on investment for a training program?
- c) "Top management commitment is the most important for creating learning organization." Do you agree with this statement? Justify.