

**VPM's**  
**Programme: PGP (2014-15)**  
**Second Semester Examination June 2015 (HR)**

<b>Subject</b>	<b>Training &amp; 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>25.07.2015</b>

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

**Q1) 20 Marks (Compulsory)**

- a) Discuss the forces influencing the workplace and learning, and explain how training can help companies deal with these forces.

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

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

- a) Under what circumstances might a traditional seating arrangement be superior to a fan-type seating arrangement?  
b) Which is the most important feature of the learning organization? Which is least important? Why?  
c) What is repurposing? How does it affect the use of new technologies in training?

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

- a) What role does assessment have in employee development? Can assessment alone be effective for development? Why or why not?  
b) Discuss reasons why many managers are reluctant to coach their employees.  
c) Obstacles in the Work Environment That Inhibit Transfer of Training

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

- a) If you had to choose between adventure learning and action learning for developing an effective team, which would you choose? Defend your choice.  
b) What is self-management?  
c) Discuss the Implications of Business Strategy for Training

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

- a) Which strategic training and development initiatives do you think all companies should support in today's economic climate? Why?  
b) What factors should a company consider in deciding whether to outsource its entire training function? Are the considerations different if the company wants to outsource a training program? Explain.  
c) Write a note on learning organization

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

- a) Write a note on Process for Analyzing the Factors That Influence Employee Performance and Learning  
b) What are the work environment characteristics influence transfer of training  
c) Discuss the five types of learner outcomes

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

- a) Assume you are training an employee to diagnose and repair a loose wire in an electrical socket. After demonstrating the procedure to follow, you let the trainee show you how to do it. The trainee correctly demonstrates the process and repairs the connection on the first attempt! Has learning occurred? Justify your answer.
- b) Write a note on Knowledge Management
- c) Explain the various seating arrangements for training