

VPM's
DR VN BRIMS, Thane
Programme: PGDM (2014-16)
Fourth Trimester (HR) Examination September 2015

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| Subject | Training and Development | | |
| Roll No. | | Marks | 60 Marks |
| Total No. of Questions | 7 | Duration | 3 Hours |
| Total No. of printed pages | 2 | Date | 01.10.2015 |

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

Q1) 20 Marks (Compulsory)

JSB is a leading 20 years old pharmaceutical company functioning in Bangalore, dealing with the manufacturing and selling of drugs in large scale. There are about 1000 employees working in different areas like production, QCD, packing section, HR department and administration with a manager in-charge in each functional area. Mr. Henry the MD of the company has taken efforts to develop the business and showed interest in international marketing and introduced many new combinations with latest technology.

Mr. Sanjeev is senior HR manager working from initial days and knowing all the techniques and procedures related to manufacturing industry related works. He has very close contact with the MD and takes a vital role in many decisions. Mr. Verma joined as new HR manager to assist Mr. Sanjeev recently. He has a post graduate diploma in Personnel management and Ph.D in T&D. He visited many industries in foreign countries and participated in several training programs.

The All India Pharmaceutical Manufacturers' Association decided to organize an international workshop on T&D in December in New Delhi. An offer was given to JSB Pharmaceuticals to organize the three day workshop. The main objectives of the workshop are to train the staff towards latest manufacturing technology, selling skills in marketing and executive development programs to meet the international standards.

The MD had meeting with top level executives and decided to give the opportunity to either Mr. Sanjeev or Mr. Verma to organize the workshop in a determined way. One is very experienced and other is well qualified in latest technology.

1. If you are in the place of MD, to whom will you give the responsibility to organize the workshop? Why?
2. What combinations of training methods would you use for the said workshop?

Attempt Any FOUR from the Remaining SIX Questions

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

- a) 'Managers need to be taken for outward bound training.' Justify.
- b) Discuss in detail 'Role Play' as a method of training.
- c) Explain in brief the functions of HRD.

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

- a) Discuss the importance of training & development for an organization.
- b) What are the costs involved in training budgeting?
- c) Write a short note on : e-learning

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

- a) What is a training calendar?
- b) What is meant by training need analysis?
- c) What seating arrangement will you plan for a conference?

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

- a) How will you evaluate the effectiveness of a training program?
- b) Write a short note on : Competency Mapping
- c) What are the important characteristics of a trainer?

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

- a) Do you see any relation between career planning and training?
- b) What is meant by transfer of learning?
- c) Discuss the importance of simulation as a method of training?

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

- a) Design a training module for Bank employees.
- b) "It is indeed challenging to train older workers" Do you agree with this statement? Justify.
- c) What is meant by learning organization?