

VPM's
DR VN BRIMS, Thane
Programme: MMS (2016-18) (HR)
Third Semester Examination October 2017

Subject	Training and Development		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	1	Date	25.10.2017

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

Q1) 20 Marks (Compulsory)

You are the HR manager of an IT firm. Design an outbound training program for your firm's software engineers.

Attempt Any FOUR from the Remaining SIX Questions

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

- 'T & D is an important function of HRD.' Do you agree with this statement? Justify.
- Explain in detail Kolb's Experiential Learning Cycle.
- Write a short note on : Active Learning

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

- What is meant by 'Learning Organization'?
- What are the various costs associated with training? What is training budget?
- 'Story telling is an effective form of training.' Do you agree with this statement? Justify.

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

- 'The ambiance of the training room and the seating arrangement has an impact on the overall training effectiveness.' Do you agree with this statement? Justify.
- Do you think it is really important to 'Train the Trainer'?
- Discuss some typical topics for employee training.

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

- What are the benefits of conducting a training audit?
- Discuss the pros and cons of 'Questionnaire' as a TNA technique.
- What are the benefits of T&D to an organization?

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

- When can we use gallery walk as a method of training?
- Explain in details Four levels of Kirkpatrick's evaluation model.
- "ROI is a very important consideration while organizing a training program." Do you agree with this statement? Justify.

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

- Explain the following - Pedagogy-Andragogy-Heutagogy
- Do you think role play is an effective method of training?
- Explain 'Building shared vision' in the context of a learning organization.