Hall Ticket No ☐☐☐☐☐☐☐☐☐☐   Question Paper Code: CMB408

MBA III Semester End Examinations (Regular) - November, 2018
Regulation: .–R16
TRAINING AND DEVELOPMENT

Time: 3 Hours   (MBA)   Max Marks: 70

Answer ONE Question from each Unit
All Questions Carry Equal Marks
All parts of the question must be answered in one place only

UNIT – I

1. (a) Discuss how business strategy influences the amount and type of training in a company? [7M]

   (b) Why is career management important both from company's perspective and employees' perspective? [7M]

2. (a) Discuss in detail how does practice help learning in placements and development. [7M]

   (b) Design a training program for a sales manager. What factors do you take into consideration and why? [7M]

UNIT – II

3. (a) Explain any two computer based training. [7M]

   (b) Discuss the role of organizational analysis, personal analysis and task analysis in Training needs Analysis(TnA). [7M]

4. (a) Explain the advantages and disadvantages of on the job training and off the job training. [7M]

   (b) Explain the various factors affecting training design. [7M]

UNIT – III

5. (a) Explain about matching methods without comes and discuss advantages of matching methods. [7M]

   (b) Differentiate between lectures and demonstrations. List out the advantages and disadvantages of lecture method. [7M]

6. (a) Explain the advantages and disadvantages of on the job training and off the job training. [7M]

   (b) Define Computer Based Training? Discuss the techniques involved in Computer Based Training in detail. [7M]

UNIT – IV

7. (a) Explain the various types of evaluation instruments. [7M]

   (b) Choose the appropriate evaluation design based on the characteristics of the company and why? [7M]

8. (a) Discuss the tips for trainers for effective implementation of training program. [7M]

   (b) Discuss the needs for evaluation. What are the factors to be considered before a meaningful training evaluation? [7M]

UNIT – V

9. (a) What do you mean by Diversity training? How managing diversity can provide competitive advantage? [7M]

   (b) Write a short note on (i) Cross Functional Training (ii) Team Training [7M]

10. (a) What does the "Rigor" of a cross culture training mean? Discuss what team training should focus on to improve team performance. [7M]

    (b) Discuss the concept of Competency Mapping. [7M]