

R15**Code No: 723AM****JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA III Semester Examinations, December - 2019****TRAINING AND DEVELOPMENT****Time: 3 hours****Max.Marks:75****Note:** This question paper contains two parts A and B.

Part A is compulsory which carries 25 marks. Answer all questions in Part A. Part B consists of 5 Units. Answer any one full question from each unit. Each question carries 10 marks and may have a, b, c as sub questions.

PART - A**5 × 5 Marks = 25**

- 1.a) When do positive and negative reinforcements occur? [5]
- b) What do you understand by transfer of training objectives? [5]
- c) Briefly explain the term straight lecture. [5]
- d) What are the reasons behind training managers resistance to training evaluation? [5]
- e) What are the advantages of an effective diverse workforce? [5]

PART - B**5 × 10 Marks = 50**

2. Training is a set of integrated processes related to a program. Given this, briefly discuss the various phases of the training process model. [10]

OR

3. What are existence and relatedness needs? Discuss the rationale behind the expectancy theory of work motivation. [10]

4. Describe the following concerning the development of training objectives.

- a) Identifying objectives
- b) Writing a good learning objective [10]

OR

5. Critically examine the elaboration theory of training design. [10]

6. Why are training games and simulations designed? Explain the following techniques.

- a) Equipment simulators
- b) In-basket exercise [10]

OR

7. What is meant by apprenticeship training? Describe the stages involved in the job instruction technique (JIT). [10]

8. Discuss the following outcomes of a training program.

- a) Reaction outcome
- b) Learning outcome
- c) Job behavior outcome
- d) Organizational results [10]

OR

9. Why is it essential to take two steps: first, a dry run, and then a pilot program before training implementation? [10]

10. Define sexual harassment. Briefly discuss quid pro quo harassment and hostile work environment. [10]

OR

11. Explain the rationale behind diversity training. Discuss the following aspects of diversity training
a) TNA issues
b) Design and development issues [10]

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