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Register Number

Name of the Candidate:

M.B.A. DEGREE EXAMINATION, May 2015**(HUMAN RESOURCE MANAGEMENT)****(SECOND YEAR)****220: TRAINING AND DEVELOPMENT**

Time: Three hours

Maximum: 75 marks

SECTION-A**(5×3=15)****Answer any FIVE questions****Write short notes on:**

1. Learnive Curve
2. Training
3. Case Study
4. HRD
5. Career Planning
6. Management Development
7. Coaching
8. Apprenticeship

SECTION-B**(3×10=30)****Answer any THREE questions**

9. Briefly explain the principles of learning.
10. Discuss any five methods of on the job training.
11. Describe the steps involved in the career planning.
12. Examine the need and importance of management development.
13. Mention about the leader centered technique of management.

SECTION-C**(1×15=15)****Answer any ONE question**

13. Training and Development are complementary to each other. Explain.
14. How training needs are determined? Explain various methods available and their relative merits.
15. Write an essay on transaction analysis. How does it assist managers development as a programme.

SECTION-D**(1×15=15)****[Compulsory]**

16. Case Study:

Mr. Ram Swaroop is an energetic MD of medium scale manufacturing firm in Bhubaneswar. He has been recently gone for a T-Group training. He was mightly impressed. He wanted to introduce his training to his own mangers.

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Mr. Swaroop called his G.M(Personnel) Mr. Patnaik and directed him to take steps so that T-Group training can be introduced as an in house management development programme. G.M(P) was some how or other not very enthusiast. He postponed the programme with some reason or other. When there was opportunity M.D got Mr. Patnaik transferred to another unit. In his place he promoted Mr.Vineeth as G.M(P). The first task he gave to Mr. Vineeth was to organise T-Group training. Infact Mr.Vineeth was also exposed to T- Group training elsewhere. This he thought is an added advantage to introduce such training as a regular in house programme. Mr Vineeth however had different views. He suggested to MD that T-Group training as in house programme is not a goodthing to do. Instead be proposed to send selected managers alone should to undergo T-Group training.

Questions:

1. Why both GM(P) were against T- Group training?
2. Why MD is insisting on t-Group training?

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