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Total No. of Pages : 02

Total No. of Questions : 15

**MBA (2014 to 2017) (Sem.-3)**  
**TRAINING AND DEVELOPMENT**  
**Subject Code : MBA-962**  
**Paper ID : [C1178]**

Time : 3 Hrs.

Max. Marks : 60

**INSTRUCTIONS TO CANDIDATES :**

1. **SECTION-A** contains **SIX** questions carrying **FIVE** marks each and students has to attempt any **FOUR** questions.
2. **SECTIONS-B** consists of **FOUR** Subsections : Units-I, II, III & IV. Each Subsection contains **TWO** questions each carrying **EIGHT** marks each and student has to attempt any **ONE** question from each Subsection.
3. **SECTION-C** is **COMPULSORY** and consist of **ONE** Case Study carrying **EIGHT** marks.

**SECTION-A**

- Q1. Differentiate between training and development.
- Q2. Explain the advantages of Training policy.
- Q3. Discuss the qualifications of the Trainers.
- Q4. Highlight the various Training needs.
- Q5. Give the various advantages of Management development.
- Q6. What is the role of Team building?

**SECTION-B****UNIT-I**

- Q7. Define the various theories of learning.
- Q8. Discuss the process and significance of T&D.

## UNIT-II

- Q9. Explain management development. Discuss the various approaches to management development.
- Q10. Discuss the various types of training methods.

## UNIT-III

- Q11. Define Training. How can effective trainers be developed?
- Q12. Discuss in detail the importance of management games. Give in detail the summary to two management games.

## UNIT-IV

- Q13. What is the importance of evaluation? Also discuss the steps involved in evaluation of training programmes.
- Q14. What are the various problems involved in evaluation of training programmes?

## SECTION-C

### Q15. Case Study :

Rajat Sharma has been employed for six months in the accounts section of a large manufacturing company in Faridabad. You have been his supervisor for the past three months. Recently you have been asked by the management to find out the contributions of each employee in the Accounts Section and monitor carefully whether they are meeting the standards set by you. A few days back you have completed your formal investigation and with the exception of Rajat, all seem to be meeting the targets set by you. Along with numerous errors, Rajat's work is characterized by low performance. Often he does 20 percent less than the other clerks in the department. As you look into Rajat's performance review sheets again, you begin to wonder whether some sort of training is needed for people like him.

### *Questions :*

1. As Rajat's supervisor can you find out whether the poor performance is due to poor training or to some other cause?
2. Since Rajat has been with the company for six months, what kind of training do you think would be best?