

B.COM III SEMESTER SUPPLEMENTARY EXAMINATION MAY/JUNE 2019

GE 4: Training and Development

Duration: 02 hours

Total Marks: 80

INSTRUCTIONS: 1] All questions are Compulsory.

2] Answer the sub- questions in Q I and Q II in 100 words each.

3] Answer the questions carrying 12 marks in 400 words each.

Q. I Write short notes on Any four of the following: 4 X 4=16

- i. Principles of learning (Any 4)
- ii. Managerial and safety training
- iii. Training guidelines for employees (Any 4)
- iv. Training curriculum
- v. Advantages of need assessment techniques (Any 2)
- vi. Developing training materials

Q. II Answer Any four of the following. 4 X 4=16

- i. Preparatory phase
- ii. Classroom training and case study method with examples
- iii. Development centres and repertory grids
- iv. Reaction and retention
- v. Cost-benefit analysis of training
- vi. Criteria for Evaluation of Training

Q. III A] Define training and explain steps involved in training. 12

OR

B] What is transfer of training and explain different types of training. 12

Q. IV A] Elaborate the steps for aligning learning goals with organisational objectives. 12

OR

B i] Explain matching organisational needs. 08

ii] Explain training needs of organisation. 04

Q. V A] Explain experiential and non- experiential methods of training. 12

OR

B i] Explain stages involved in training 08

ii] Distinguish between on the job and off- the job methods of training. 04

Q. VI A] Explain training evaluation and mention reasons for evaluating training. 12

OR

B] Discuss training methods followed by Indian company. 12