

M.E.S. COLLEGE OF ARTS & COMMERCE, ZUARINAGAR-GOA
B.Com (CBCS) III Semester End Examination (Regular/ Repeat), January, 2022
GE4-TRAINING & DEVELOPMENT (UCOG131)

- Instructions:**
1. All questions are compulsory, however internal choice is available.
 2. Answer sub-question in Question 1 and Question 2 in not more than 100 words each.
 3. Answer questions from Question 3 to Question 6 in not more than 400 words each.
 4. Figures to the right indicate maximum marks to the question.

Duration: 02 Hours

Max. Marks: 80

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- Q.1.** Write short note on **Any Four** of the following: **(4x4 = 16)**
- a) Concept of Training
 - b) Training v/s Experience
 - c) Manpower Analysis
 - d) Training Need Assessment
 - e) Programmed Instruction
 - f) Matching Organisational Training needs
- Q.2.** Write short note on **Any Four** of the following: **(4x4 = 16)**
- a) Concept of Training Evaluation
 - b) Non-experiential training
 - c) Computer Based Training
 - d) Off -the Job Training
 - e) Objectives of Training Evaluation
 - f) Business Games
- Q.3.** A) What is Learning Curve? Discuss various Benefits of Learning Curve. **(12)**
- OR**
- B) Explain the Principles to be followed while providing Training to the employees. **(12)**
- Q.4.A)** Discuss the Techniques of Need Assessment. **(12)**
- OR**
- B) What is Training Curriculum? Discuss primary Components of Training Curriculum. **(12)**
- Q.5.** A) Discuss the Phases of Training adopted by the organisation during Training. **(12)**
- OR**
- B) What is On-the Job Training? Explain the methods of On- the Job Training. **(12)**
- Q.6.** A) Discuss the steps involved in Training Evaluation process. **(12)**
- OR**
- B) Explain the Emerging trends in Training and Development. **(12)**
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