

Code: BA3T6H

II MBA-I Semester-Regular Examinations FEBRUARY 2014

TRAINING AND DEVELOPMENT

Duration: 3hours

Max. Marks: 70

SECTION-A

1. Answer any FIVE of the following: 5 x 2 = 10 M

- a) What is meant by training? Explain its significance.
- b) Exceptional analysis?
- c) Brain storming?
- d) ROI of training.
- e) What is vestibule training?
- f) Explain the concept of learning.
- g) Elucidate multimedia training.
- h) What is the basic objective of case study method.

SECTION – B

Answer the following: 5 x 10 = 50 M

2. a) What is the need and importance of training? Explain in detail.

OR

b) Distinguish between training and development?
Elucidate it in the present day context.

3. a) “Identifying training needs is the basis for training” discuss.

OR

b) Explain the process of designing a training program for a manufacturing unit.

4. a) What are the methods of training? Explain recent trends in training.

OR

b) “Role plays and Business games will give specific skills” Discuss.

5. a) Illustrate various models of Training Evaluation?

OR

b) Illustrate how cost-benefit analysis enhances the ROI of training.

6. a) Write short notes on these following

i) Reinforcement theory

ii) Social learning theory

OR

b) What is Distance Learning? Explain its advantages and disadvantages.

SECTION – C

7. Case Study

1 x 10 = 10 M

A small group of U.S. plastics companies have enacted the global standards for plastic certification (GSPC) training program. The

program is modeled after a series of globally recognized protocols, to make certain workers have an in-depth knowledge of manufacturing, safety, quality and other elements of a business. (GSPC) is the sole structured certification program in the world for the plastics sector. It is available for numerous processing strategies and has three levels of certification. Level 1 concentrates on general knowledge of a company, with limited processing instruction. Level 2 focuses more on the manufacturing procedures and the ability to track and maintain product quality. Finally, level 3 focuses on advanced knowledge of injection molding and the ability to use this information on the manufacturing floor. Every level mandates a larger comprehension of and responsibility for the business's specific procedure and the facility overall, and to move on to the next level a worker must pass an oral standardized test.

Describe the different types of instructional characteristics that you believe each level of this program should have for learning to occur and workers to pass the oral standardized test.