Code No: **21BA3T5HB**

II MBA - I Semester Regular Examinations
FEBRUARY -2023

TRAINING AND DEVELOPMENT

Duration: 3 Hours   Max. Marks: 70

Note: 1. This question paper contains threeParts-A, Part-B and Part-C.
2. Part-A contains 8 short answer questions. Answer any **Five** Questions. Each Question carries 2 Marks.
3. Part-B contains 5 essay questions with an internal choice from each unit. Each Question carries 10 marks.
4. Part-C contains one Case Study for 10 Marks.
5. All parts of Question paper must be answered in one place

BL – Blooms Level   CO – Course Outcome

PART - A

		BL	CO
1. a)	Why do Managers need training?	L2	CO1
1. b)	List any four benefits of training objectives to a trainee.	L2	CO2
1. c)	Draw the training needs assessments.	L2	CO2
1. d)	What is a Fish- Bowl method?	L2	CO3
1. e)	What is a Brain Storming Technique?	L2	CO3
1. f)	Discuss about CIRO model.	L2	CO4
1. g)	Explain principles of training evaluation.	L2	CO4
1. h)	Define Online Learning.	L2	CO5

PART – B

			BL	CO	Max. Marks
UNIT – I					
2.	a)	Summarize the role and responsibilities of training department.	L3	CO1	5 M
	b)	Explain the need for training to newly hired employees.	L4	CO1	5 M
		OR			
3.	a)	Define training and role of trainers in industries.	L2	CO1	5 M
	b)	What are the functions of training department?	L2	CO1	5 M
UNIT – II					
4.	a)	Discuss on the importance of person analysis.	L2	CO2	5 M
	b)	Discuss the criteria for identifying training needs.	L2	CO2	5 M
		OR			
5.	a)	Explain the different approaches of training need analysis.	L4	CO2	5 M
	b)	Discuss on the importance of task analysis.	L2	CO2	5 M

UNIT-III

6.	a)	Draw and explain the chart of training methodologies.	L2	CO3	5 M
	b)	List the contents of role play method.	L2	CO3	5 M

OR

7.	a)	Explain advantages and disadvantages of simulation method.	L2	CO3	5 M
	b)	List the contents of On- the Job training.	L2	CO3	5 M

UNIT – IV

8.	a)	Explain Kirkpatrick model of evaluation.	L4	CO4	5 M
	b)	Discuss on Cost- Benefit Analysis.	L2	CO4	5 M

OR

9.	a)	Explain the concept of ROI of training.	L4	CO4	5 M
	b)	Contrast in favor and against of development of training objectives.	L4	CO4	5 M

UNIT – V

10.	a)	Discuss about Online- Learning and its methods.	L2	CO5	5 M
	b)	What is CBT technique in learning?	L2	CO5	5 M

OR

11.	a)	What is the role of technology in training?	L2	CO5	5 M
	b)	List and explain any four principles of learning.	L2	CO5	5 M

PART –C

		BL	CO	Max. Marks
12.	**Scenario** Byju's is an Indian multinational educational technology company. They believe in the power of one-to-one learning that addresses every child's learning needs, allows students to be holistically involved in their education and be active, lifelong learners. You are a Training Manager at a college, needs to introduce an online learning Management Platform (LMP) to provide access to your students for their learning and development towards the areas of academics, personality development and employability skills. Say that Byju's entered into Higher Education Programmes. **Questions:** a) Describe the Byju's LMP (functionality) to your college management. b) Design the learning framework to your college through LMP. c) Explain the role of students and teachers in utilizing the LMP.	L4	CO5	10 M