

executive training programme is not effective. He instructed Head of the department to make training more effective and give more stress on training evaluation.

- (i) Do you agree to the decision of Managing Director ?
Justify your answer. 7
- (ii) What evaluation techniques would you suggest considering the operations/working of the company ? 7

AP-278

M.B.A. Semester-III Examination
MANAGEMENT OF TRAINING AND
DEVELOPMENT

Paper—MBA/3305/H

Time—Three Hours]

[Maximum Marks—70

Note :—(1) ALL questions are compulsory.

(2) Figures to the right indicate marks.

SECTION—A

1. (a) Discuss in detail, the rôle and responsibilities of Training Managers as Change Agent. Why Training is seen as a patent tool for change ? 14

OR

- (b) Explain in general the Pre-Training Modules adopted by the Public Sector Companies working in Manufacturing sector in changing business scenario. 14

SECTION—B

2. (a) Discuss in brief the Training Need Assessment for the Executive Staff in Indian corporate world. 7

- (b) What are the various objectives for Police Dept. regarding training to be given to Police Inspectors ? Justify your answer. 7

OR

- (c) What is Action Research ? Explain. 7
- (d) Develop an Effective Programme for Assessing Training Needs of Maintenance Engineers of a large scale manufacturing unit, engaged in a production of switch gears. Assume a well-developed training climate prevailing in the unit. 7

3. (a) What do you mean by 'Training Module' ? Explain. 7
- (b) State Bank of India want to train its 200 (newly) recruited employees, who have been appointed as the specialized marketing officers. How do you help SBI management in Designing Training Modules ? Justify your answer. 7

OR

- (c) 'Learning is change in Behaviour.' Explain the various principles of learning in the light of the above statement. 7

- (d) 'Zensour Technologies' is switching over to a new system of Billing and Record keeping for the same it needs to train supervisors and executives of the organization. Design a Training Module to train them. 7

4. (a) Discuss various Techniques and Pedagogies of Training. 7
- (b) What kinds of Training Aids can be used for Senior Teachers of Management Institutes in this Information Age ? Justify. 7

OR

- (c) State and explain the various off-the-job training methods with their benefits. 7
- (d) Do you think Internship training method can be treated to be helpful method of training to students of management for their final placements. 7

SECTION—C

5. XYZ industry have been expanding its market in other countries from three years. But performance is not as expected. Managing Director of the company discussed the issue with senior managers and concluded that the