

M.H.R.D. (Semester—II) Examination
MANAGEMENT OF TRAINING AND DEVELOPMENT
Paper-201

Time : Three Hours]

[Maximum Marks : 80

Note :—(1) Attempt **ALL** questions.

(2) Figures to the right indicate full marks.

1. (a) What is training and development ? How it is beneficial to employees and organization ? 16

OR

- (b) Explain the training policy. How it is useful for designing the training module ? 16
2. (a) What is training climate ? 4
- (b) Define sensitivity training. 4
- (c) What do you mean by training policy ? 4
- (d) Describe various approaches of learning. 4

OR

- (e) Explain the nature of training. 4
- (f) Differentiate between training and development. 4
- (g) State importance of sensitivity training. 4
- (h) Discuss the training coverage. 4
3. (a) Explain the role, responsibilities and challenges faced by the training manager in large organization. 16

OR

- (b) Discuss in detail training need assessment process and state its significance. 16
4. (a) Explain in brief lecture as training method. 4
- (b) What are the training techniques ? 4
- (c) Explain training process. 4
- (d) What is the importance of evaluation of training ? 4

OR

- (e) Describe the meaning of employee competency development. 4
- (f) Explain the concepts of Pedagogy and Androgogy. 4
- (g) What is the need of training evaluation system ? 4
- (h) Define training types. 4

5. (a) What is meant by training feedback ? 4
(b) Why training evaluation process is important ? 4
(c) What is the need of training Audit ? 4
(d) Define training budget. 4

OR

- (e) What is the role of training feedback in training programme ? 4
(f) How do you evaluate training programmes ? 4
(g) Explain the training Audit. 4
(h) Describe training budget in brief. 4