

M.A. DEGREE EXAMINATION, APRIL 2019
I Year II Semester
MANAGEMENT TRAINING AND DEVELOPMENT

Time : 3 Hours

Max.marks :75

Section A (10 × 2 = 20) Marks

Answer any **TEN** questions

1. Define the concept of management training.
2. State the meaning of self-expectation.
3. What do you mean by development?
4. Write a note on high morale.
5. What do you mean by promotion?
6. Write short notes on classroom training.
7. What do you understand by remedial training?
8. State the meaning of understudy.
9. Write a note on evaluation.
10. What do you mean by job rotation?
11. Write a note on time waster.
12. Write about role play.

Section B (5 × 5 = 25) Marks

Answer any **FIVE** questions

13. Explain the need for training in modern industry.
14. Distinguish between training and development.
15. Explain the importance of time factor.
16. What is the contribution of Donald Kirkpatrick to training evaluation?
17. Describe how you will go about if you have to measure ROI for a mentoring programme.
18. Describe the process of training.
19. What are the technical competencies are required for a successful trainer?

Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

20. Mr. Deepak is the manager of information systems in Deepak Corporations Ltd. In a discussion, he tells his President with the installation of modern computer system in the department, availability of up-to-date information to all concerned and prompt exchange of information and timely reports to all concerned could be expected. So control on all operations including control on time at disposal was possible and therefore management of all the desired levels or standards was going to be a reality. The president replied "I do hope that you are right. But I am not so sure."

Questions:

- a. Do you think the manager, Deepak is right? Why? Why not?
- b. Do you think the president is right? Why? Why not?
- c. What, if anything, should be done in your opinion, to ensure that "management at desired level"?

PART - B

Answer any **TWO** questions

21. "Training programmes are helpful to avoid personnel obsolescence". Illustrate.
22. Explain the various methods of training the rank and file workers of an organisation.
23. Discuss the various methods and techniques of executive development.
24. Explain the influence marketing of training functions.

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