

**M.A. DEGREE EXAMINATION, NOVEMBER 2019**  
**II Year III Semester**  
**Management Training and Development**

**Time : 3 Hours**

**Max.marks :75**

**Section A** ( $10 \times 2 = 20$ ) Marks

Answer any **TEN** questions

1. What do you mean by Mentoring ?
2. What is the difference between Training and Development ?
3. What do you mean by Strategic Training ?
4. What is Training Need Analysis ?
5. What do you mean by Krikpatrick's evaluation
6. Explain Cost Benefit Analysis
7. What is Vestibule Training ?
8. What is In Basket Exercise ?
9. What do you mean by Case Study method of Training ?
10. What is Sensitivity Training ?
11. State any two importance of Training.
12. What do you mean by Intellectual Capital?

**Section B** ( $5 \times 5 = 25$ ) Marks

Answer any **FIVE** questions

13. Explain Training Need Analysis.
14. Write about designing an effective training programme.
15. Explain Career Development.
16. Explain the importance of Time Factor.
17. Explain steps involved in training process.
18. Explain Cost benefit Analysis.
19. Elucidate the Lecture Method of Training.

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

20. A food and beverage company is considered to be a world's leading company, with a 135-year history and operations in virtually every country in the world. The Company's principal assets are not office buildings, factories, or even brands. Rather, it is the fact that they are a global organization comprised of many nationalities, religions, and ethnic backgrounds all working together in one single unifying corporate culture. The culture of the company unifies people on all continents. The most important parts of their business strategy and culture is the development of human capacity in each country where they operate. Hence, it was felt that a new learning culture has to be inbuilt across various levels of the organizations. As a training resource expert what techniques would be implemented in the Organization to enable a dynamic learning programme.

**PART - B**

Answer any **TWO** questions

21. Explain briefly about On and Off the Job Training Techniques.
22. Comment about the future of Training and Development.
23. Elucidate about the process involved in Strategic Training and Development process.
24. Write in detail about the Training Evaluation Process.

**M.A. DEGREE EXAMINATION, NOVEMBER 2019**  
**II Year III Semester**  
**Management Training and Development**

**Time : 3 Hours**

**Max.marks :75**

**Section A** ( $10 \times 2 = 20$ ) Marks

Answer any **TEN** questions

1. What do you mean by Mentoring ?
2. What is the difference between Training and Development ?
3. What do you mean by Strategic Training ?
4. What is Training Need Analysis ?
5. What do you mean by Krikpatrick's evaluation
6. Explain Cost Benefit Analysis
7. What is Vestibule Training ?
8. What is In Basket Exercise ?
9. What do you mean by Case Study method of Training ?
10. What is Sensitivity Training ?
11. State any two importance of Training.
12. What do you mean by Intellectual Capital?

**Section B** ( $5 \times 5 = 25$ ) Marks

Answer any **FIVE** questions

13. Explain Training Need Analysis.
14. Write about designing an effective training programme.
15. Explain Career Development.
16. Explain the importance of Time Factor.
17. Explain steps involved in training process.
18. Explain Cost benefit Analysis.
19. Elucidate the Lecture Method of Training.

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

20. A food and beverage company is considered to be a world's leading company, with a 135-year history and operations in virtually every country in the world. The Company's principal assets are not office buildings, factories, or even brands. Rather, it is the fact that they are a global organization comprised of many nationalities, religions, and ethnic backgrounds all working together in one single unifying corporate culture. The culture of the company unifies people on all continents. The most important parts of their business strategy and culture is the development of human capacity in each country where they operate. Hence, it was felt that a new learning culture has to be inbuilt across various levels of the organizations. As a training resource expert what techniques would be implemented in the Organization to enable a dynamic learning programme.

**PART - B**

Answer any **TWO** questions

21. Explain briefly about On and Off the Job Training Techniques.
22. Comment about the future of Training and Development.
23. Elucidate about the process involved in Strategic Training and Development process.
24. Write in detail about the Training Evaluation Process.