

**SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN  
(AUTONOMOUS)**

**(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)  
Chromepet, Chennai — 600 044.**

**M.A. END SEMESTER EXAMINATIONS NOVEMBER - 2022**

**SEMESTER - III**

**20PHRCT3009 - Management Training and Development**

**Total Duration : 2 Hrs 30 Mins.**

**Total Marks : 60**

**Section A**

Answer any **SIX** questions ( $6 \times 5 = 30$  Marks)

1. Define the term 'training and development'. Explain the Systematic approaches to training.
2. What is orientation? Explain a typical induction programme.
3. Define the term career development. Explain the career development initiatives.
4. Show how to market the training function.
5. Identify the advantages and disadvantages of training techniques.
6. Explain the role and benefits of employee counselling in training.
7. Discuss the need for training the trainer.
8. Sketch the content of training programme.

**Section B**

**Part A**

Answer any **TWO** questions ( $2 \times 10 = 20$  Marks)

9. Explain the training styles and list the importance of strategic training and development process.
10. Discuss about the future trends in Training.
11. Determine the types of on the job training techniques used in training the technical personnel.
12. Explain the Kirkpatrick's four level framework for training evaluation.

**Part B**

Compulsory question ( $1 \times 10 = 10$  Marks)

13. Dissect the steps involved in assessing training need in an organization. Explain its limitation.

\*\*\*\*\*

**SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN  
(AUTONOMOUS)**

**(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)  
Chromepet, Chennai — 600 044.**

**M.A. END SEMESTER EXAMINATIONS NOVEMBER - 2022**

**SEMESTER - III**

**20PHRCT3009 - Management Training and Development**

**Total Duration : 2 Hrs 30 Mins.**

**Total Marks : 60**

**Section A**

Answer any **SIX** questions ( $6 \times 5 = 30$  Marks)

1. Define the term 'training and development'. Explain the Systematic approaches to training.
2. What is orientation? Explain a typical induction programme.
3. Define the term career development. Explain the career development initiatives.
4. Show how to market the training function.
5. Identify the advantages and disadvantages of training techniques.
6. Explain the role and benefits of employee counselling in training.
7. Discuss the need for training the trainer.
8. Sketch the content of training programme.

**Section B**

**Part A**

Answer any **TWO** questions ( $2 \times 10 = 20$  Marks)

9. Explain the training styles and list the importance of strategic training and development process.
10. Discuss about the future trends in Training.
11. Determine the types of on the job training techniques used in training the technical personnel.
12. Explain the Kirkpatrick's four level framework for training evaluation.

**Part B**

Compulsory question ( $1 \times 10 = 10$  Marks)

13. Dissect the steps involved in assessing training need in an organization. Explain its limitation.

\*\*\*\*\*