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[This question paper contains 2 printed pages.]

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Your Roll No.

M.COM. : SEMESTER – IV (OC) F

Paper No. – 7162

Training and Development

Time : 3 Hours

Maximum Marks : 100

*(Write your Roll No. on the top immediately
on receipt of this question paper.)*

Attempt all the questions.

1. “Without conducting a TNA it is not possible to prove the effectiveness of training.” Elaborate the statement. (20)

OR

What is the emerging pattern of training and development in India ? (20)

2. “There are number of factors which affect learning capabilities of an employee.” Elaborate the statement in context of the learning process. (20)

OR

Explain the three stages of training – Preparatory, Implementation and Follow – up stage. (20)

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2

3. (a) "A person's self-efficacy plays a significant role in learning." Elaborate the statement in light of Social Learning Theory. (9)
- (b) Explain the strategic training and development initiatives that a company should take to help it achieve its business strategy. (10)

OR

"Training is a set of integrated processes in which organization and employee needs are analyzed." In the light of above statement, explain the systems approach to training. (19)

4. Define transfer of training and the primary theories of transfer. (20)

OR

"Hands on methods refer to training methods that require the trainee to be actively involved in learning." Do you agree? Defend your choice giving suitable examples. (20)

5. Write short notes on any **three** of the following :

(a) Error management training

(b) Behavior modeling

(c) Self - directed training

(d) Curriculum Standards

(3×7=21)

(100)