4149 *Your Roll No.* ....

M.COM. : SEMESTER – IV (OC)   **G**

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. (a) "Training is a subsystem within the larger Human Resource Unit, which is itself a subsystem of the company". Explain the statement in light of organizational environment in which training is a subsystem which functions in integration of all other system processes. (20)

OR

(b) What are the challenges and opportunities which a trainer of a large business organization can faces to achieve the corporate objectives ?

P.T.O.

2. (a) "New technologies have made it possible to reduce costs in delivering training and increasing effectiveness of the learning environment." Explain the statement and elaborate potential benefits for imparting training through technology. (20)

OR

(b) What are the skills of a successful trainer ? Also explain the difference between experiential and non-experiential training.

3. "Programmed Instruction is the process of arranging the material to be learned into a series of sequential steps that is from known to unknown". Explain. (20)

OR

"The process of learning involves mental and physical processes." Explain the learning process in detail.

4. (a) "Training needs assessment (TNA) means the identification and prioritization of training requirements". Explain TNA in lieu of classification and components of training needs. (20)

OR

(b) Explain Donald Kirkpatrick's with suitable examples.

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

(a) Adult learning Theory

(b) Transfer of training

(c) Training versus development

(d) Systems approach to training

(e) On the job training

(f) Expectancy theory (4×5)