

5 MJ 20113 A

FOUR YEAR B.B.A. (Honours) DEGREE EXAMINATION, NOVEMBER/DECEMBER 2025.

FIFTH SEMESTER

Major

Course 13: TRAINING AND DEVELOPMENT

(W.e.f 2023-24 Regulations)

Time : Three hours

Maximum : 70 marks

(No additional sheet will be supplied)

PART A — (5 × 4 = 20 marks)

Answer any FIVE of the following.

1. Write any Five factors that influence learning and working in the workplace.
2. Who are the five key roles of a training manager?
3. Mention any five tips for effective implementation of a training program.
4. What is meant by On-the-Job training?
5. List any two techniques used in executive development programs.
6. Who are the beneficiaries of training in an organization?
7. List any two methods of training evaluation.
8. What do you mean by training design?
9. State any two Do's and two Don'ts for trainers.
10. What is meant by Executive Development?

PART B — (5 × 10 = 50 marks)

Answer ALL questions.

11. Explain objectives, and importance of training in modern organizations.

Or

12. Describe the emerging trends in training.
13. Explain the Kirkpatrick Model and the CIRO Model of training effectiveness.

Or

14. Explain the need for training and development in modern organizations.

15. Discuss the factors that affect the design of a training program.

Or

16. Discuss the importance of budgeting in training programs and explain the different types of costs involved.

17. Describe the various Off-the-Job training methods.

Or

18. Discuss the factors to be considered while choosing an appropriate training method for employees.

19. Explain the need and importance of executive development.

Or

20. Explain factors determining the effectiveness of counselling in employee development.
