

(4) • BBA-603(H1)

- (c) "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. (CO5)

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Roll No.

BBA-603(H1)

B. B. A. (SIXTH SEMESTER)

END SEMESTER

EXAMINATION, June, 2023

TRAINING AND DEVELOPMENT

Time : Three Hours

Maximum Marks : 100

- Note :** (i) All questions are compulsory.
(ii) Answer any *two* sub-questions among (a), (b) and (c) in each main question.
(iii) Total marks in each main question are **twenty**.
(iv) Each sub-question carries 10 marks.
1. (a) "Training and Development is the heart of any organization which cannot be outsourced." Discuss. (CO1)

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- (b) Outline the relationship between HRM and HRD. (CO1)
 - (c) Define competency. Enlist the importance of competency analysis in an organization. (CO1)
2. (a) What are the purposes of training need analysis ? Design a training need assessment for any service sector of your choice. (CO2)
- (b) How does the subsystem of HRD contribute to development of employee ? (CO2)
 - (c) Identify the importance of learning environment in training and development. (CO2)
3. (a) "Training is a subsystem within the larger human resource unit, which is itself 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 process. (CO3)

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- (b) Classify the different types of on-the-job training methods. (CO3)
 - (c) Discuss the learning principles with the help of examples. (CO3)
4. (a) Determine the challenges and opportunities which a trainer of a large business organization can faces to achieve the corporate objectives. (CO4)
- (b) Justify the problems and pitfalls of training and development program. (CO4)
 - (c) Mark the criteria of evaluating effectiveness of training and development. (CO4)
5. (a) Discuss the different emerging trends in training. Give some example of each trend and also mentions the benefits of each trend. (CO5)
- (b) What is executive development program ? Discuss the importance of same. (CO5)