

MMS/M-16  
MANAGEMENT TRAINING AND DEVELOPMENT  
PAPER-HRM-401

Time Allowed: 3 Hours

Maximum Marks: 70

Note: Attempt any eight questions from part-A. And any three Questions from part-B.

**Unit-I**

1. Distinction between Training development and Education.
2. Basic principles in Training and Development
3. Kolb learning style.
4. Write a note on Relationship between individual and organizational training needs.
5. Future of T and D.
6. Write a note on pre-Training communication.
7. Approaches of TNA.
8. Write a note on Training Audit.
9. Discuss steps for designing effective training programs.
10. Explain the difference between coaching and mentoring.

**Unit-II**

11. Explain in detail the meaning and importance of training. Aids as well as also explain the type of Training Aids.
12. Explain in detail the on the job methods with their advantages and disadvantages.
13. Explain objectives, considerations and step in designing effective training program.
14. Explain the concept of transfer of training, also discuss facilitation of transfer with focus on organization intervention.
15. Discuss the concept of TNA with process and approaches.