NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA
(An Autonomous Institute Affiliated to AKTU, Lucknow)
MBA
SEM: IV - THEORY EXAMINATION (20.....- 20.....)
Subject: Training and Development

 Time: 3 Hours   **Max. Marks: 100**
General Instructions:
IMP: *Verify that you have received the question paper with the correct course, code, branch etc.*
*1. This Question paper comprises of **three Sections -A, B, & C.** It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.*
2. Maximum marks for each question are indicated on right -hand side of each question.
3. Illustrate your answers with neat sketches wherever necessary.
4. Assume suitable data if necessary.
5. Preferably, write the answers in sequential order.
6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

SECTION-A   20

1. Attempt all parts:-

1-a.   Task analysis identifies____. (CO1, K1)   1

    (a)   Wages and salaries

    (b)   Steps and skills required for a job

    (c)   Employee attitudes

    (d)   Training budgets

1-b.   Development in HRD focuses primarily on_____. (CO1, K1)   1

    (a)   Short-term productivity

    (b)   Long-term career growth

    (c)   Reducing headcount

    (d)   Salary restructuring

1-c.   Evaluating training programs helps to____. (CO2, K2)   1

    (a)   Determine trainer salaries

    (b)   Assess training effectiveness

    (c)   Hire more employees

    (d)   Plan vacations

1-d.   Evaluation of training participants focuses on_____. (CO2, K1)   1

    (a)   Job promotions

    (b)   Learning outcomes and reactions

    (c)   Salary expectations

(d)   Attendance only

1-e.   Role play in training is used to develop_____. (CO3, K2)   1

    (a)   Technical expertise

    (b)   Interpersonal and communication skills

    (c)   Typing and filing

    (d)   Math accuracy

1-f.   The in-basket method simulates_____. (CO3, K1)   1

    (a)   Customer service

    (b)   A manager's daily responsibilities

    (c)   Product marketing

    (d)   Warehouse inventory

1-g.   Progressive education is inspired by the ideas of_____. (CO4, K2)   1

    (a)   Skinner

    (b)   Dewey

    (c)   Maslow

    (d)   Pavlov

1-h.   Behaviourist training uses _____key approach. (CO4, K2)   1

    (a)   Open-ended dialogue

    (b)   Reinforcement and punishment

    (c)   Role-playing

    (d)   Personal reflection

1-i.   Job rotation helps managers by____. (CO5, K2)   1

    (a)   Repeating tasks

    (b)   Gaining exposure to different functions

    (c)   Reducing responsibility

    (d)   Limiting decision-making

1-j.   Action learning in management development involves_____. (CO5, K1)   1

    (a)   Reading and memorizing manuals

    (b)   Applying solutions to real problems

    (c)   Attending social events

    (d)   Ignoring feedback

2. Attempt all parts:-

2.a.   Define task analysis in the training context. (CO1, K1)   2

2.b.   Mention one challenge in measuring the effectiveness of a training program. (CO2, K2)   2

2.c.   Name any one key difference between simulation and roleplay. (CO3, K2)   2

2.d.   Mention one trainer skill important for managing a training session. (CO4, K1)   2

2.e.	State the purpose of using Artificial Intelligence (AI) in modern training. (CO5, K2)	2

SECTION-B
30

3. Answer any <u>five</u> of the following:-

3-a.	Describe the characteristics of an effective training objective. (CO1, K2)	6
3-b.	List the benefits of conducting a thorough training needs assessment. (CO1, K2)	6
3-c.	Discuss the importance of aligning training objectives with organizational goals. (CO2, K2)	6
3-d.	Describe the role of learning styles in designing effective training programs. (CO2, K2)	6
3.e.	Discuss the relevance of the in-basket exercise in time and priority management. (CO3, K2)	6
3.f.	Compare cognitive theory with social learning theory in terms of application in training. (CO4, K2)	6
3.g.	Evaluate the effectiveness of job rotation in management development. (CO5, K5)	6

SECTION-C
50

4. Answer any <u>one</u> of the following:-

4-a.	Build an HRD-focused training and development blueprint for a company entering a digital transformation phase. (CO1, K6)	10
4-b.	Evaluate a failed training initiative and redesign it using a structured training objective and TNA approach. (CO1, K5)	10

5. Answer any <u>one</u> of the following:-

5-a.	Construct a follow-up plan to monitor transfer of training in a remote work environment. (CO2, K5)	10
5-b.	Develop a blended learning module for teaching time management skills to first-year MBA students. (CO2, K5)	10

6. Answer any <u>one</u> of the following:-

6-a.	Develop a roleplay exercise to train employees on conflict resolution and negotiation skills. (CO3, K5)	10
6-b.	Create a business game simulation to help participants understand product launch challenges in a competitive market. (CO3, K5)	10

7. Answer any <u>one</u> of the following:-

7-a.	Draft a learning plan incorporating the trial-and-error method for an entrepreneurship training program. (CO4, K6)	10
7-b.	Devise a training activity using conditional response techniques to train new recruits in safety protocols. (CO4, K6)	10

8. Answer any <u>one</u> of the following:-

8-a.	Design a virtual reality-based training module for developing decision-making skills in managers. (CO5, K6)	10

8-b. Develop performance improvement plan using data analytics to identify training gaps in leadership roles. (CO5, K5)   10

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