

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA
(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: IV - THEORY EXAMINATION (2025 - 2026)

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:-

- | | | |
|-------|--|---|
| (1.1) | Task analysis identifies____. (CO1, K1) | 1 |
| | (a) Wages and salaries
(b) Steps and skills required for a job
(c) Employee attitudes
(d) Training budgets | |
| (1.2) | Development in HRD focuses primarily on:(CO1,K1) | 1 |
| | (a) Short-term productivity
(b) Long-term career growth
(c) Reducing headcount
(d) Salary restructuring | |
| (1.3) | Evaluation of training participants focuses on____. (CO2, K1) | 1 |
| | (a) Job promotions
(b) Learning outcomes and reactions
(c) Salary expectations
(d) Attendance only | |
| (1.4) | Effective training objectives should be____. (CO2, K2) | 1 |
| | (a) Vague and general
(b) Specific and measurable
(c) Flexible and open-ended
(d) Based on trainee opinions | |
| (1.5) | The in-basket method simulates____. (CO3, K1) | 1 |

- (a) Customer service
 - (b) A manager's daily responsibilities
 - (c) Product marketing
 - (d) Warehouse inventory
- (1.6) Internship training is best suited for:(CO3,K1) 1
- (a) Experienced professionals
 - (b) Unemployed workers
 - (c) Students and fresh graduates
 - (d) Retired employees
- (1.7) Behaviourist training uses _____key approach. (CO4, K2) 1
- (a) Open-ended dialogue
 - (b) Reinforcement and punishment
 - (c) Role-playing
 - (d) Personal reflection
- (1.8) Trial and error learning involves:(CO4,K2) 1
- (a) Watching others
 - (b) Repeating actions until the correct one is found
 - (c) Imitating behaviors
 - (d) Reinforcement schedules
- (1.9) 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
- (1.10) Poor management development may lead to:(CO5,K1) 1
- (a) Enhanced productivity
 - (b) Lower turnover
 - (c) Ineffective leadership
 - (d) High team morale

2. Attempt all parts:-

- (2.1) Define task analysis in the training context. (CO1, K1) 2
- (2.2) Mention any two common organizational constraints that affect training. (CO2, K2) 2
- (2.3) List any two steps in the Job Instruction Training (JIT) process.(CO3,K1) 2
- (2.4) Differentiate between operant conditioning and classical conditioning by explaining any two points of difference.(CO4,K2) 2
- (2.5) List any two recent trends in training and development.(CO5,K2) 2

SECTION-B

30

Answer any one of the following:-

- (3.1) Examine how Training Needs Assessment helps organizations in identifying skill gaps and improving training outcomes.(CO1, K5) 6

(3.2)	Describe the importance of training in improving employee performance. (CO1, K2)	6
Answer any one of the following:-		
(3.3)	Examine the factors that influence the design of training programs in organizations, including organizational constraints and training objectives..(CO2,K5)	6
(3.4)	Examine the key elements involved in designing a training program, including objectives, methods, and organizational factors.(CO2,K5)	6
Answer any one of the following:-		
(3.5)	Explain simulation training and its advantages in replicating real-world scenarios.(CO3,K2)	6
(3.6)	Analyze the concept of job rotation and its advantages for skill enhancement and career development of employees. (CO3, K4)	6
Answer any one of the following:-		
(3.7)	Explain operant conditioning and its use in shaping employee behavior.(CO4,K2)	6
(3.8)	Describe the progressive training style and how it supports continuous development.(CO4,K2,K4)	6
Answer any one of the following:-		
(3.9)	Discuss how management development impacts employee retention and engagement.(CO5,K2)	6
(3.10)	Evaluate different strategies used in management development. (CO5, K5)	6
SECTION-C		50
4. Answer any <u>one</u> of the following:-		
(4.1)	Examine the reasons for failure of a training program and redesign it using a Training Needs Assessment (TNA) framework and objective-based planning.. (CO1, K5)	10
(4.2)	Explain the Spiral Training Model and its relevance in modern corporate training.(CO1,K4)	10
5. Answer any <u>one</u> of the following:-		
(5.1)	Discuss the psychological and pedagogical principles involved in the facilitation of adult learning. (CO2, K4)	10
(5.2)	“Organizational constraints can significantly hinder training effectiveness.” Critically analyze this statement.CO2,K4)	10
6. Answer any <u>one</u> of the following:-		
(6.1)	Explain the Job Instruction Training (JIT) method and its significance in skill development. (CO3, K2)	10
(6.2)	Discuss the role of coaching in developing leadership skills and improving employee performance. (CO3, K3)	10
7. Answer any <u>one</u> of the following:-		
(7.1)	Compare and evaluate cognitive learning and social learning theories in the context of employee training and development practices.CO4, K6)	10
(7.2)	Explain the humanistic approach to training. How does it prioritize the needs of the learner over institutional goals.(CO4,K2,K4)	10

8. Answer any one of the following:-

- | | | |
|-------|---|----|
| (8.1) | Design a virtual reality-based training module for developing decision-making skills in managers. (CO5, K6) | 10 |
| (8.2) | Examine the relationship between strategic HRM and management development.(CO5,K4) | 10 |

REG_JAN_JUNE_2026