Or

What is Training design ? Explain the various conditions of transfer of training. **12**

Unit V

6. Explain the emerging issues related to Training and Development in India. **12**

Or

Describe the process for implementation and evaluation of Training programme. **12**

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M.B.A. EXAMINATION, 2026

(Fourth Semester)

(Re-appear Only)

(From 2019-20 Onwards)

SPL-HRM : TRAINING AND DEVELOPMENT

Time : 3 *Hours*] [*Maximum Marks :* 80

Before answering the question-paper, candidates must ensure that they have been supplied with correct and complete question-paper. No complaint, in this regard will be entertained after the examination.

Note : Attempt *Six* questions in all. Q. No. **1** is compulsory.

1. Attempt all questions : **10×2=20**

(a) Goal Setting

(b) Training design

(c) Brainstorming

(d) Transfer climate

(e) Concept of education

(f) On the Job training method.

(g) Reaction Output

(h) Time management

(i) Business games

(j) Coaching.

Unit I

2. What do you mean by Training ? Also discuss importance and process of training in detail. **12**

Or

'Training increases the skill while development shapes attitude. In the light of this statement explain the nature of relationship between training and development. **12**

Unit II

3. Discuss the factors influencing learning. Explain the process of learning in design phase of training programme. **12**

Or

What is Training Need Analysis ? Explain various sources of information used for conducting TNA. **12**

Unit III

4. What considerations do you consider for designing effective training programme. **12**

Or

Explain in detail the various factors for selecting and preparing the Training site. **12**

Unit IV

5. Write short notes on the following : **12**

(a) Learning Environment

(b) Pre-training communication.