

Reg. No. _____ Name: _____

APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY
FOURTH TRIMESTER MBA DEGREE EXAMINATION OCTOBER 2017

HR – T4 - 1 TRAINING & DEVELOPMENT

Max. Marks: 60

Duration: 3 Hours

Part A

Answer all questions. Each question carries 2 marks

1. The current Training Processes Model is an adaptation of the ADDIE Model. Elucidate.
2. The Learning Theory which emphasizes that people learn by observing other persons whom they believe are credible and knowledgeable. Name the theory and its sub processes.
3. A good Training Objective has three components. Elaborate.
4. Two types of Evaluation can happen in the process of Training Evaluation. Explain.
5. Discuss Online Learning & mention any four advantages of Online Learning.

(5x2 marks = 10 marks)

Part B

Answer any 3 questions. Each question carries 10 marks

6. New Technologies have influenced the delivery of training, training administration and training support. Explain.
7. Given the large number of training methods available to you, on what basis would you choose a particular Training Method?
8. Compare and contrast any five Training Evaluation Designs.
9. What is the purpose of a Training Needs Analysis (TNA)? Describe the methods / techniques used in TNA.
10. How can companies manage Knowledge? What do you mean by a Learning Organization?

(3x10 marks = 30 marks)

Part C

Compulsory question, the question carries 20 marks

11. a. Recall a learning/training experience where you successfully transferred your knowledge and skills gained through the training, to the job/task that you are doing. What helped you transfer your knowledge and skills? (5)
b. Mention the Methods used for the Training programme, mentioned above. (5)
c. How was the Training Needs Analysis done for the training programme, mentioned above? (5)
d. How can the Training programme, mentioned above, be evaluated at the Reaction Level? (5)
