

END TERM EXAMINATION**FOURTH SEMESTER [BBA] June 2024****Paper Code: BBA 212****Subject: Training and development****Time: 3 Hours****Maximum Marks: 100****Note: Attempt all questions as directed. Internal choice is indicated.**Q1. Attempt **any five** of the following questions:**(5x5=25)**

- (a) Define training. Why training is important for the employees?
- (b) How training and development is different from each other?
- (c) What do you understand by TNA? What is the significance of TNA?
- (d) Summarize the role and responsibilities of training department.
- (e) Briefly define term learning. What are those factors which affect learning? Discuss any two factors in detail.
- (f) How individual's differences hampers learning process? List any four principles of learning.
- (g) How trainer and trainee play key role in designing effective training program?
- (h) What is competency based training? Discuss any four fundamental objectives of competency based training.

Q2- Throw a light on the role of external agencies play in training and development. **(10)****OR**Q3- Discuss the Instructional Systems Design (ISD) model of training. Elaborate any five steps of ISD model. **(10)**Q4- What are the different levels of TNA; discuss in detail? What are the pros and cons related to TNA? **(10)****OR**Q5- Discuss the various tools and techniques used for training need analysis. **(10)**Q6 - Enlist the various skills of trainer in detail which make him more efficient. **(10)****OR**Q7- What are the various methods of training, enlist them. Discuss any four methods of training in detail along with their advantages and disadvantages. **(10)**Q8 - Enlist the major challenges encountered by the organization while conducting training program. **(10)****OR**Q9- "One of the hardest things about training is to evaluating it." Enlighten the student by telling the importance and the complexity of evaluation of training programs. **(10)**
