

RM4T323

SYBMS IV, HR
28/3/23
Train & Dev

Duration: 2½Hrs.

Marks: 75

Note: 1. All questions are compulsory subject to the internal choice.
2. Figures to the right indicate full marks.

- Q1 A. State whether True or False. (Any Eight) 8**
1. Management development is a one-time process.
 2. Ascertaining development needs is the second step of MDP.
 3. Coaching is different from counselling.
 4. Training increases the existing knowledge of the trainee.
 5. Job rotation is a of-the job training method.
 6. Knowledge management is applied only in MNE's.
 7. Seminar is off the job training method.
 8. Data after collection need not be analysed.
 9. Training is one time activity.
 10. The self development plan is also called as personal development plan.

- Q1 B. Match the columns. (Any seven) 7**

1	1.Checklist	a. Steps in training
	2.Establish specific objectives	b.Process of training
	3.Selecting the target group	c.Off the job method
	4.Simulation training	d.One to one training
	5.E-learning	e.Quantifiable data
	6.Coaching	f. On-the job method
	7.Mentoring	g. Sensitivity training
	8.T-Group training	h. Senior managers
	9.Apprenticeship program	i.Bank employees
	10.Job rotation	j.Carpenter

- Q2 a. Explain the objectives of training. 8**
- b. Write the steps in training. 7**
- OR**
- c. Discuss the importance of training. 8**
- d. Write the advantages and disadvantages of "Off the job training". 7**

- 24
- Q3 a. Explain the need for OD. 8
b. Write a note on counselling 7

OR

- c. Explain the purpose of human performance improvement (HPI). 8
d. What are the advantages of succession planning? 7

- Q4. a. What is MDP? Explain its characteristics. 8
b. Write a note of evaluation of MDP. 7

OR

- c. Explain the importance of MDP. 8
d. Write the objectives of MDP. 7

- Q5. a. Explain any 8 indicators used in performance measurement. 8
b. Write the limitations of performance appraisal. 7

OR

- Q5. Write short-notes on: (Any three) 15
- i Talent management
 - ii Off the job training
 - iii Knowledge management
 - iv Succession planning
 - v Counselling
