

C 3429

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Name.....

Reg. No.....

**FOURTH SEMESTER M.B.A. DEGREE (REGULAR/SUPPLEMENTARY)  
EXAMINATION, JULY 2021**

(CUCSS)

M.B.A.

BUS 4EH 05—MANAGEMENT OF TRAINING AND DEVELOPMENT

Time : Three Hours

Maximum : 36 Weightage

**Part A***Answer all questions.**Each question carries 1 weightage.*

1. How is training different from education ?
2. What is Andragogy ?
3. What do you mean by Person Analysis ?
4. What are Training Aids ?
5. What do you mean by Management of Change ?
6. What are the elements of Productivity ?

(6 × 1 = 6 weightage)

**Part B***Answer any four questions.**Each question carries 3 weightage.*

7. Describe the competencies of Training Professionals.
8. Elaborate on Training as a system.
9. Explain the Adult Learning Theory.
10. "Training and development is the heart of any business that cannot be outsourced". Justify this statement.
11. Discuss the strategies for Attitudinal training.
12. Describe the significance of Training Evaluation.

(4 × 3 = 12 weightage)

**Turn over**

**Part C**

*Answer any **three** questions.  
Each question carries 4 weightage.*

13. Discuss, how to create an effective Training Environment.
14. Explain the VAK Model.
15. Describe the nine events of Instruction.
16. Elaborate on the techniques of Needs Assessment.
17. Discuss the various methods of Management Development.

(3 × 4 = 12 weightage)

**Part D****Compulsory question.**

18. Case :

Frontage Innovations Ltd is a consulting company based out of Bangalore. The company is headed by Mr. Anirudh Pillai, who has completed his Master's Degree in Communication Management from a prestigious University in Spain. He is a very dynamic professional and is famous for his creative ideas. He runs the firm in a very flexible and in a non-traditional manner. Everyone enjoys working at Frontage. As part of the company's usual Research and Development activities, it was decided to induct the Management trainees by dividing them into two groups- A and B. During the induction of Group A trainees, the work was explained and they were put straight on to the job. The trainees were made to go through stressful situations and were asked to compete fiercely with each other on their role. Meanwhile, the trainees of Group B were inducted with lots of games and were never told about their roles. They were only asked to co-operate with the other trainees. At the end of the first year, Anirudh analysed the performance report of both the groups of trainees.

Questions :

1. Which group would have performed better ? Justify your answer.
2. Do you think this kind of experimenting in a real-world situation is suitable for organizations ?
3. In your personal view, which group you would like to join ? Outline the reasons for joining that group.

(1 × 6 = 6 weightage)