NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA
(An Autonomous Institute Affiliated to AKTU, Lucknow)
MBA - IEV
SEM: II - THEORY EXAMINATION (2023 - 2024)
Subject: Training and Development

Time: 3 Hours   Max. Marks: 100

General Instructions:

IMP: *Verify that you have received the question paper with the correct course, code, branch etc.*

1. This Question paper comprises of three Sections -A, B, & C. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.

2. Maximum marks for each question are indicated on right -hand side of each question.

3. Illustrate your answers with neat sketches wherever necessary.

4. Assume suitable data if necessary.

5. Preferably, write the answers in sequential order.

6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

	SECTION A	20

1. Attempt all parts:-

1-a.   Which method of training involves interactive discussions among participants in a classroom setting? (CO1)   1

    (a)   Lecture

    (b)   Classroom discussion

    (c)   Online training

    (d)   Self-study

1-b.   In training videos, what is the primary mode of information delivery? (CO1)   1

    (a)   Text

    (b)   Audio

    (c)   Images

    (d)   Video

1-c.   What is the primary principle of learning? (CO2)   1

    (a)   Reinforcement

    (b)   Punishment

    (c)   Reward

    (d)   Consequence

1-d.   Which theory of learning emphasizes the importance of observable behaviors and consequences? (CO2)   1

    (a)   Classical Conditioning

    (b)   Operant Conditioning

    (c)   Cognitive Theory

    (d)   Social Learning Theory

1-e.   Which skill involves identifying and resolving problems systematically and efficiently? (CO3)   1

    (a)   Problem-solving

    (b)   Communication

    (c)   Organization

    (d)   Management

1-f.   Which skill involves arranging and coordinating resources and tasks effectively to achieve goals? (CO3)   1

    (a)   Problem-solving

    (b)   Communication

    (c)   Organization

    (d)   Management

1-g.   What training method involves prioritizing and responding to a simulated set of work-related tasks and messages? (CO4)   1

    (a)   Case study

    (b)   Incident method

    (c)   Role play

    (d)   In-basket method

1-h.   What training method uses competitive activities to teach specific skills or concepts? (CO4)   1

    (a)   Business games

    (b)   Grid Training

    (c)   Simulation

    (d)   Hours

1-i.   What is a method used for training when employees need to develop problem-solving skills? (CO5)   1

    (a)   Role play

    (b)   Lecture

    (c)   Case study

    (d)   Panel discussion

1-j.   What method is used for training when an organization wants to assess decision-making skills? (CO5)   1

    (a)   In-basket method

    (b)   Lecture

    (c)   Business games

    (d)   Role play

2. Attempt all parts:-

2.a.   Define training. (CO1)   2

2.b.   Define the learning process. (CO2)   2

2.c.   Enlist two different training styles. (CO3)   2

2.d.   define committee assignments in MBA training. (CO4)   2

2.e.   Explain how training aids enhance learning in MBA programs. (CO5)   2

SECTION B   **30**

3. Answer any <u>five</u> of the following:-

3-a.   Discuss meaning and importance of needs assessment in training. (CO1)   6

3-b.	Explain the significance of setting objectives in training programs. (CO1)	6
3-c.	Explain what learning goals are. (CO2)	6
3-d.	Explain major features of classical conditioning Theory. (CO2)	6
3.e.	Explain the principles of the progressive training style. (CO3)	6
3.f.	What are committee assignments in MBA training? (CO4)	6
3.g.	Define training aids and give examples. (CO5)	6

SECTION C   **50**

4. Answer any <u>one</u> of the following:-

4-a.	Kindly differentiate between the terms training and development. (CO1)	10
4-b.	"Clear objectives contribute to effective training programs.". Explain. (CO1)	10

5. Answer any <u>one</u> of the following:-

5-a.	Describe the core principles that govern learning. (CO2)	10
5-b.	Discuss basics of classical conditioning theory. (CO2)	10

6. Answer any <u>one</u> of the following:-

6-a.	Discuss the key principles of the behaviorist training style. (CO3)	10
6-b.	Kindly explain the term liberal training style. (CO3)	10

7. Answer any <u>one</u> of the following:-

7-a.	Explain the meaning and objectives of job rotation. (CO4)	10
7-b.	Explain the job instruction method in detail (CO4)	10

8. Answer any <u>one</u> of the following:-

8-a.	Discuss some common methods and techniques used in MBA training. (CO5)	10
8-b.	Kindly discuss some latest trends in training and development. (CO5)	10