



QP CODE: 25024897



Reg No :

Name :

M.Com DEGREE (CSS) EXAMINATION, APRIL 2025
Fourth Semester
Master of Commerce and Management
ELECTIVE - CM910402 - TRAINING & DEVELOPMENT
2020 ADMISSION ONWARDS
053AAD8F

Time: 3 Hours

Weightage: 30

Part A (Short Answer Questions)

*Answer any **eight** questions.*

Weight 1 each.

1. What is the difference in motivational forces between training and development?
2. What are the disadvantages of training?
3. Mention one organizational constraint in training design.
4. State different types of training objectives.
5. What is TNI and TNA quality?
6. List the stages of training process.
7. What are the various factors on which implementation stage depend?
8. Why is it said that one of prime responsibilities of the trainer is to go all out to motivate the trainee?
9. How can a trainer use silence and pauses to his advantage?
10. How does technology impact training and development?

(8×1=8 weightage)

Part B (Short Essay/Problems)

*Answer any **six** questions.*

Weight 2 each.

11. Define training and development in the words of Lawrence S. Kleiman and write features of training.
12. List steps of training need assessment also list the content of each step.
13. How do you determine manpower needs?





14. Write brief essay on element of a programme or course and draw the diagram of stages of designing a structure.
15. Describe the significance of application of different learning characteristics in designing and development of a training programme.
16. What inputs are evaluated in Ciro's framework?
17. What are the 4 types of training evaluation?
18. What is the process of Management development?

(6×2=12 weightage)

Part C (Essay Type Questions)

*Answer any **two** questions.*

Weight 5 each.

19. What are the principles of learning?
20. The role of training and development in attracting and retaining high caliber, talented people should not be underestimated. Explain.
21. What are the role of a trainer in a company organization?
22. Explain Pre-training Evaluation - Evaluation during Training - PostTraining Evaluation.

(2×5=10 weightage)

