



QP CODE: 25805059



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Reg No :

Name :

MBA DEGREE EXAMINATION, NOVEMBER 2025

Third Semester

Master of Business Administration

ELECTIVE - 24MB03FE21 - TRAINING & DEVELOPMENT

2024 Admission Onwards

6D7889E3

Time: 3 Hours

Maximum Marks: 60

Part A

Answer any five questions. Each question carries 2 marks.

1. State any two objectives of training in an organization.
2. Define Training Need Analysis (TNA).
3. What is meant by Individual Analysis in the context of TNA?
4. Give two examples of audio-visual aids commonly used in employee training.
5. Briefly explain the in-basket exercise as a development technique.
6. A firm wants to justify its training expenses to management. Which evaluation concept should it apply?
7. What is career planning and why is it important?

(5×2 = 10 Marks)

Part B

Answer any five questions. Each question carries 6 marks.

8. Evaluate how continuous development initiatives contribute to employee retention and growth.
9. Evaluate how integrating organizational, task, and individual analysis ensures effective training programs.
10. Discuss the concept of trainee readiness and its impact on learning outcomes.
11. A retail firm struggles with inconsistent customer service. Design a short training process to address this.
12. Explain the objectives and outcomes of team-building training programs.
13. Discuss how effective evaluation helps improve future training programs.
14. Explain the concept and examples of technology-based training in management development.

(5×6 = 30 Marks)





Part C

Answer any **two** questions. Each question carries **10** marks.

Question number 17 is compulsory .

15. Your organization plans to expand into a new international market. Illustrate how you would link the company's strategic goals with an effective training and development programme to ensure smooth expansion and cross-cultural adaptability among employees.
16. A bank promotes several employees to managerial positions. They lack leadership and decision-making skills.
Design a management development program using methods such as role play, case study, or multiple management programs.

Compulsory Question

17. ABC Manufacturing Ltd. recently underwent a major technological transformation by introducing automation and digital monitoring systems. Many managers struggled to adapt to the new systems, leading to lower productivity and resistance to change. The HRD team decided to conduct Technology-Based Management Development Programs using online simulations, webinars, and virtual reality-based training sessions.

Although attendance was high, the post-training performance evaluation showed that only 50% of the managers applied the new skills effectively.

Questions

1. Analyze the need and importance of management development in this situation.
2. Discuss the advantages and limitations of technology-based training used by the company.
3. Recommend a model of management development that could ensure better learning transfer and practical application.

(2×10 = 20 Marks)

