



QP CODE: 25804915



25804915

Reg No :

Name :

MBA DEGREE SUPPLEMENTARY EXAMINATION, NOVEMBER 2025

Third Semester

Master of Business Administration

ELECTIVE - MB820301 - TRAINING AND DEVELOPMENT

2019 Admission Onwards

3ACEE833

Time: 3 Hours

Maximum Marks: 60

Part A

*Answer any **five** questions. Each question carries **2** marks.*

1. List learning principles used in training programmes.
2. What is Self Ratings in TNA?
3. What is meant by trainee readiness?
4. How can a trainer use silence and pauses to his advantage?
5. What is Discovery Learning?
6. What is meant by training evaluation?
7. What is OCTAPACE culture?

(5×2 = 10 Marks)

Part B

*Answer any **five** questions. Each question carries **6** marks.*

8. Explain the measures for overcoming the problems in training.
9. Explain the significance of training needs analysis to an organisation.
10. Explain the steps involved in the team building process. What are the benefits of team learning and development for the organization?
11. Describe the outcomes used in the evaluation of training programs.
12. What are the merits and demerits of Cost Benefit Analysis and Return on Investment in evaluating a training programme?
13. Explain the relationship between HRM and HRD in an organisation.
14. Explain how Generative AI can be used in training.

(5×6 = 30 Marks)





Part C

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

Question number 17 is compulsory .

15. The effectiveness of the training programme is dependent on the Layout facility and Interactions. Discuss.
16. "Training managers need to make a clear distinction between their activities (number of programmes conducted and the trainees' feedback) and the training outcomes, which is beneficial to the organisation. Lack of such perspective has led to the poor image of the training function and of the training managers". Critically examine the above statement and explain how training managers could develop a Return On Investment (ROI) approach to the training function.

Compulsory Question

17. An engineering company on an expansion drive recruits about 500 management and technical staff. The company plans to train the management and technical trainees at the same training site to cut training and logistics costs, and then transfer them to various locations where the company has branches.

The training director was given the brief that his department has to organize the induction programme for the recruits and also conduct job-specific training after completion of the induction. The training manager and the training director decide to conduct a joint induction programme for all the recruits, but separate job-specific training programmes for the new inductees.

Questions:

1. What training method do you think would be appropriate for the induction programme?
2. What type of seating plan would be appropriate for accommodating 500 trainees?
3. Suggest a lesson plan for the induction programme.

(2×10 = 20 Marks)

