

QP CODE: 26019630



Reg No :

Name :

M.Com DEGREE (CSS) EXAMINATION, MARCH 2026

Fourth Semester

Master of Commerce and Management

ELECTIVE - CM910402 - TRAINING & DEVELOPMENT

2020 Admission Onwards

DA39DC46

Time: 3 Hours

Weightage: 30

Part A (Short Answer Questions)

*Answer any **eight** questions.*

Weight 1 each.

1. Differentiate between education and training.
2. State any one advantage of training need assessment.
3. What is the first step in designing any training programme?
4. Mention any one problem faced by trainer in role play method.
5. Why case study method is useful for trainers?
6. Explain the meaning of reflecting in the concept of Kolb's learning cycle.
7. Draw the diagram of design and development factors given by A.H. Anderson.
8. Write four training techniques and their description.
9. State two important objectives of evaluation of training.
10. What are the 3 types of training?

(8×1=8 weightage)

Part B (Short Essay/Problems)

*Answer any **six** questions.*

Weight 2 each.

11. What is the importance of person analysis? What is the significance of training need analysis?
12. Explain the different approaches of training need analysis.
13. What are the benefits of TNA?





14. What actions are required from the trainer and the trained for an effective feedback?
15. List important Do's and Don'ts for a trainer.
16. How do you evaluate a training process?
17. What implications does globalization have for the implementation of training and development strategies?
18. What are the objectives of management development?

(6×2=12 weightage)

Part C (Essay Type Questions)

*Answer any **two** questions.*

*Weight **5** each.*

19. What are the key activities involved in designing HRD program?
20. Training and development objectives should be in C-SMART criteria. Explain.
21. How do you write a training proposal template?
22. Explain various Methods used for collecting data for Training Evaluation.

(2×5=10 weightage)

