

Mid-West University
Examinations Management Office
Surkhet, Nepal
Chance Examination-2079
Master of Business Studies (MBS)
Semester - IV

Subject: Training and Human Resource Development

Course Code: HRM 545

Full Marks: 60 Pass Marks: 30

Time: 3: 00 Hours

You are required to answer in your own words as far as applicable. Figures in the margins indicate full marks.

SECTION A: CRITICAL THINKING QUESTIONS (10 X 1 = 10 MARKS)

Answer **ALL** the questions:

1. Define the term training.
2. Point out the four features of human resource development.
3. "Designing training program is blueprint of training program". Explain in short.
4. List out any four requisites of effective training.
5. "Socialization is a training". Justify.
6. What do you mean by orientation?
7. Enlist the four areas of coaching method of training.
8. Give the meaning of counseling.
9. List out any four problems in training evaluation.
10. What is DMADV process?

SECTION B: SHORT ANSWER QUESTIONS (3 X 8 = 24 MARKS)

Answer any **THREE** questions:

11. Clarify the meaning of Human Resource Development (HRD). Explain the needs of HRD in Nepalese organizations. [2+6]
12. Give the concept of training curriculum. Briefly explain its elements. [2+6]
13. "Training aids is an assistance of trainer but its effectiveness depends upon his/her application skill." Explain this statement based on advantages and disadvantages of training aids. [4+4]
14. Evaluate the training issues resulting from the external environment and internal needs of the company. [4+4]
15. Define electronics enabled training system. Explain its advantages & disadvantages. [2+6]

SECTION C: LONG ANSWER QUESTIONS (2 X 13 = 26 MARKS)

Answer any **TWO** questions:

16. "Development function is one of the most important functions of HRM out of acquisition, development, utilization and maintenance function". Highlighting this statement explain the function of HRM. [4+4+5]
17. Define training needs assessment. Express the purpose of training need assessment & methods used in training need assessment. [3+5+5]
18. What do you mean by evaluation? Discuss the problems of evaluation. Show the evaluation framework. [6+7]

THE END