

MID-WESTERN UNIVERSITY
FACULTY OF MANAGEMENT
FINAL EXAMINATION: 2074
MASTER OF BUSINESS STUDIES (MBS)
SEMESTER - IV

Subject: Training and Human Resource Development
Full Marks: 100

Course Code: HRM 545
Time: 4:00 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 X2 = 20 MARKS)

Answer all questions:

- Q1. Define the term training.
- Q2. Enlist the features of human resource development.
- Q3. Point out any four main requisites for effective training.
- Q4. Illustrate any four purpose of training need assessment.
- Q5. "Socialization is training". Explain.
- Q6. What is multiple management program training method?
- Q7. Enlist the six areas of coaching method of training.
- Q8. "Counseling is a psychological treatment ". Explain.
- Q9. Show four key limitations of audio video aids used in training.
- Q10. What is DMADV process?

SECTION B: SHORT ANSWER QUESTIONS (6 X 8 = 48 MARKS)

Answer any SIX questions:

- Q11. Clarify the meaning of Human Resource Development. Explain about rationale of management development in Nepalese organizations. 2+6
- Q12. Explain the training and development process. 8
- Q13. "Training program designing is a base pillar of training program". Highlight this statement in the context of objectives and determinants of design training program. 4+4
- Q14. Explain the skills and styles for a good trainer. 8
- Q15. What are training aids? State the advantages of audio visual aids during training period. 2+6
- Q16. Explain the principle of learning in relation to training and development program. 8
- Q17. Explain the reasons and problems for evaluating training and development program. 4+4
- Q18. Define Electronic Enable Training System. Explain its benefit and challenges. 2+6

SECTION C: LONG ANSWER QUESTIONS (2 X 16 = 32 MARKS)

Answer any TWO questions:

- Q19. Differentiate between training and development. Explain the strategy for linking training and development to company's strategy. Show the training and development as a scientific system approach. 5+6+5
- Q20. Define training curriculum. What are the elements should be included in training curriculum. Explain the needs and methods for training need assessment. 3+4+4+5
- Q21. Explain the on the job and off the job training and development methods. 8+8

