Subject: Training and Human Resource Development | Course Code: HRM 545
Full Marks: 100 | 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 X 2 = 20 MARKS)

Answer all questions:

Q1.   Write any two differences between training and development.

Q2.   State the four features of human resource development.

Q3.   "Designing training program is blueprint of training program". Briefly explain.

Q4.   List out any four requisites of effective training.

Q5.   Point out any four essential qualities of a good trainer.

Q6.   "Orientation is a kind of training." Justify.

Q7.   Mention any four criteria for training method selection.

Q8.   Sensitivity training is behavioral training. Why?

Q9.   List out any four problems in training evaluation.

Q10. Point out the four components of Kirkpatrick model of training effectiveness measurement.

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

Answer any SIX questions:

Q11. Define training & development. Explain the principle of designing human resource development. (2+6)

Q12. Discuss the system approach of training & development. (8)

Q13. Clarify the meaning of training curriculum. Explain its elements. (2+6)

Q14. Define learning. Explain the principles of learning. (2+6)

Q15. "Training aids is a assistance to trainer but its effectiveness depends upon his/her application skill." Explain this statement based on advantages & disadvantages of training aids. (4+4)

Q16. What is training evaluation? Describe the reasons for evaluating training & development. (2+6)

Q17. Evaluate the training issues resulting from the external environment & internal needs of the company. (4+4)

Q18. Define electronics enabled training system. Explain its nature & advantages. (2+6)

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

Answer any TWO questions:

Q19. "Development function is one of the most important function of HRM out of acquisition, development, utilization and maintenance function." Highlighting this statement, explain the functions of HRM. (16)

Q20. Define training needs assessment. Express the purpose of training needs assessment & methods used in training need assessment. (3+6+7)

Q21. Explain on the job & off the job training methods. (8+8)

☺☺☺