INSTITUTE OF AERONAUTICAL ENGINEERING
(Autonomous)
Dundigal, Hyderabad - 500 043

MODEL QUESTION PAPER

MBA III Semester End Examinations, November – 2019
Regulation: IARE-R18
TRAINING AND DEVELOPMENT
(MASTER OF BUSINESS ADMINISTRATION)

Time: 3 Hours   **Max Marks: 70**

Answer any ONE question from each Unit
All questions carry equal marks
All parts of the question must be answered in one place only

UNIT – I

1 a) Define training? Describe about the various steps in training process. [7M]

   b) Describe about the motivational theories to employee performance? Explain about the recent trends in training. [7M]

2 a) What is meant by training strategy? Describe about the effective training strategies. [7M]

   b) What do you mean by training and give the purpose of training in detail? Why training is given to employees in an organisation? [7M]

UNIT - II

3 a) Define training need analysis? Describe About The Framework Of Conducting training need analysis (TNA). [7M]

   b) Define design of training? discuss about the important considerations while designing a training programme. [7M]

4 a) Describe in detail about the training design theory and elaboration theory. [7M]

   b) Explain about the motivation of trainee? How the trainees get motivated in an organization. [7M]

UNIT – III

5 a) Explain the various methods of games and simulations methods im detail. [7M]

   b) Define computer based training? Describe about the advantages and disadvantages of computer based training. [7M]

6 a) Define case study?Write about the procedure of case study method and explain its advantages. [7M]

   b) Describe about the job instruction technique (JIT) and describe its procedure and its advantages. [7M]

UNIT – IV

7 a) Discuss about the traning evaluation?Describe about the types of training evaluation instruments? [7M]

   b) Write about the ideas for implementing training and ideas for trainers. [7M]

8 a) Describe about the overview of some systematic approaches to training. [7M]

   b) Write the difference between cost/benefit evaluation and cost effectiveness evaluation [7M]

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UNIT – V

9	a)	Describe about the competency mapping and write objectives of competency mapping.	[7M]
	b)	Define talent management training? write about the tools needed for talent management training.	[7M]
10	a)	Describe about the sexual harassment training.	[7M]
	b)	Describe about the expert opinion method? Explain about the main objectives and write its advantages.	[7M]

COURSE OBJECTIVES
The course should enable the students to:

I	Understand the various trends in different organizations and know about the recent trends in training.
II	Able to recognize the importance of training and its needs to an employees working in an organisation.
III	Analyze the differences between on the job and off the job training methods and its procedure.
IV	Able to implement and evaluate the training process and know about the different techniques of evaluation.
V	Understand the important areas of organization training and also know about the diversify training,compentancy mapping.

COURSE OUTCOMES

Students who complete the course will have demonstrated the ability to do the following.

CMBB39.01	Understand the training in different types of organizations and also know the recent trends in an organizations. Identify the importance of training strategy and steps in training process in organization.
CMBB39.02	Understand the motivation and performance and also align the training design with the learning process.
CMBB39.03	Discuss about the conduction of Training Need Analysis (TNA)and different approaches to Training Need Analysis (TNA). Understand about the focus of trainee and focus on training in an organization.
CMBB39.04	Analyze the training design theory and also factors affecting training design. Understand the different types of training techniques that are used at organizations and industrial areas and illustrate with examples.
CMBB39.05	Acquire the knowledge of both on –the- job and off- the- job training methods in an organizations. Understand the advantages of on- the- job training methods for an employees in an organizations
CMBB39.06	Acquire the knowledge about the use of computers in training . Understand the ideas for implementation of both trainers and trainees in an organizations.
CMBB39.07	Understand the types of evaluation techniques and also models of training evaluation. Understand and evaluate the cost of training in an organizations.
CMBB39.08	Understand the uses of training model to develop orientation training.
CMBB39.09	Analyze the cross functional teams and also cross cultural training.
CMBB39.10	Remember the training for talent management and competency mapping and its procedure..

MAPPING OF SEMESTER END EXAMINATION TO COURSE OUTCOMES:

SEE Question No.			Course Outcomes	COs	Blooms Taxonomy Level
1	a	CMBB39.01	Identify the importance of training strategy and steps in training process in organization	CO1	Understand
	b	CMBB39.02	Understand the motivation and performance and also align the training design with the learning process.	CO2	Understand
2	a	CMBB39.02	Identify the importance of training strategy and steps in training process in organization	CO2	Understand
	b	CMBB39 01	understand the training in different types of organizations and also know the recent trends in an organizations.	CO1	Understand
3	a	CMBB39.03	Discuss about the conduction of Training Need Analysis (TNA)and different approaches to Training Need Analysis (TNA).	CO3	Remember
	b	CMBB39.04	Analyze the training design theory and also factors affecting training design.	CO4	Remember
4	a	CMBB39.04	Analyze the training design theory and also factors affecting training design.	CO4	Understand
	b	CMBB39.05	Understand about the focus of trainee and focus on training in an organization.	CO5	Understand
5	a	CMBB39.05	Acquire the knowledge of both on –the- job and off- the- job training methods in an organizations.	CO5	Understand
	b	CMBB39.06	Acquire the knowledge about the use of computers in training .	CO6	Understand
6	a	CMBB39.06	Understand the different types of training techniques that are used at organizations and industrial areas and illustrate with examples.	CO6	Understand
	b	CMBB39.05	Understand the advantages of on- the- job training methods for an employees in an organizations.	CO5	Understand
7	a	CMBB39.06	Understand the types of evaluation techniques and also models of training evaluation.	CO6	Understand
	b	CMBB39.07	Understand the ideas for implementation of both trainers and trainees in an organizations.	CO7	Remember
8	a	CMBB39.06	Understand the ideas for implementation of both trainers and trainees in an organizations.	CO6	Remember
	b	CMBB39.08	Understand and evaluate the cost of training in an organizations.	CO8	Understand
9	a	CMBB39.10	Remember the training for talent management and competency mapping.	CO10	Understand
	b	CMBB39.10	Remember the training for talent management and competency mapping.	CO10	Understand
10	a	CMBB39.08	Understand the uses of training model to develop orientation training.	CO8	Understand
	b	CMBB39.08	Understand the uses of training model to develop orientation training.	CO8	Understand

Signature of Course Coordinator   **HOD, MBA**