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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA - IEV

SEM: II - THEORY EXAMINATION (20.... - 20.....)

Subject: Training and Development

Time: 3 Hours

Max. Marks: 100

General Instructions:*IMP: Verify that you have received the question paper with the correct course, code, branch etc.**1. This Question paper comprises of three Sections -A, B, & C. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.**2. Maximum marks for each question are indicated on right -hand side of each question.**3. Illustrate your answers with neat sketches wherever necessary.**4. Assume suitable data if necessary.**5. Preferably, write the answers in sequential order.**6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.***SECTION-A**

20

1. Attempt all parts:-

1-a. _____ is the primary focus of classroom discussion in training. (CO1,K1)

1

- (a) Textbook knowledge
- (b) Practical applications
- (c) Theoretical concepts
- (d) Visual aids

1-b. _____ training method involves recreating real-world scenarios for learning objectives. (CO1,K1)

1

- (a) Simulation
- (b) Internship
- (c) Case study
- (d) Role-playing

1-c. The primary principle of learning is _____. (CO2, K1)

1

- (a) Reinforcement
- (b) Punishment
- (c) Reward
- (d) Consequence

1-d. The term used to describe the process of acquiring new knowledge or skills is called _____. (CO2, K1)

1

- (a) Learning

- (b) Teaching
 - (c) Memorizing
 - (d) Studying
- 1-e. _____ skill refers to the exchange of information and ideas between individuals or groups. (CO3, K1) 1
- (a) Problem-solving
 - (b) Communication
 - (c) Organization
 - (d) Management
- 1-f. The training style mostly emphasizes the importance of external rewards and punishments to shape behavior is known as _____. (CO3, K1) 1
- (a) Behaviourist
 - (b) Liberal
 - (c) Progressive
 - (d) Humanistic
- 1-g. _____ training method involves participants working together to solve business-related problems. (CO4, K1) 1
- (a) Business games
 - (b) Grid Training
 - (c) Simulation
 - (d) Hours
- 1-h. In job instruction training, _____ is the focus of instruction. (CO4, K1) 1
- (a) General management principles
 - (b) Specific job tasks and procedures
 - (c) Team-building activities
 - (d) Research and development
- 1-i. The recent trend in training and development emphasizes the use of gamification is _____. (CO5, K1) 1
- (a) Game-based learning
 - (b) Lecture-based training
 - (c) Traditional methods
 - (d) Static content
- 1-j. _____ method is used for training when an organization wants to improve teamwork skills. (CO5, K1) 1
- (a) Team-building exercises
 - (b) Case study
 - (c) Lecture
 - (d) Panel discussion

2. Attempt all parts:-

- 2.a. State any two importance of training and development in organization. (CO1, K1) 2
- 2.b. Give any two objectives of learning. (CO2, K1) 2
- 2.c. Define the liberal training style. (CO3, K1) 2
- 2.d. Define grid training. (CO4, K1) 2
- 2.e. State how visual aids support training sessions. (CO5, K1) 2

SECTION-B

30

3. Answer any five of the following:-

- 3-a. Discuss the importance of needs assessment in training. (CO1, K4) 6
- 3-b. "Implementation phase is crucial in training programs". Comment. (CO1, K5) 6
- 3-c. Explain the term cognitive theory of learning. (CO2, K2) 6
- 3-d. Describe the steps involved in the learning process. (CO2, K2) 6
- 3.e. Explain the principles of the progressive training style. (CO3, K2) 6
- 3.f. Discuss the purpose of internship training in MBA programs. (CO4, K4) 6
- 3.g. Outline the components of an effective training session. (CO5, K6) 6

SECTION-C

50

4. Answer any one of the following:-

- 4-a. Explain the role of trainers in delivering effective training sessions. (CO1, K2) 10
- 4-b. Conduct a needs assessment for a sales team in a company. Based on the assessment, set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) objectives for the training program. (CO1, K5) 10

5. Answer any one of the following:-

- 5-a. Discuss the features of operant conditioning theory. (CO2, K4) 10
- 5-b. Design a training program for new employees. Develop learning objectives for the program that align with the cognitive theory of learning. (CO2, K6) 10

6. Answer any one of the following:-

- 6-a. Discuss the significance of communication skills in training. (CO3, K4) 10
- 6-b. Explain the role of training aids in enhancing the effectiveness of training programs. (CO3, K2) 10

7. Answer any one of the following:-

- 7-a. Describe the concept of job rotation and its benefits for employee development. Provide examples of industries where job rotation is commonly implemented. (CO4, K2) 10
- 7-b. Discuss the benefits of using business games as a training tool to simulate real-world business scenarios. Provide examples to support your answer. (CO4, K4) 10

8. Answer any one of the following:-

- 8-a. Explain the advantages and disadvantages of using technology in training programs. (CO5, K2) 10

- 8-b. Outline the key considerations that can be adopted by trainers in training programs for ensuring smooth delivery and participant involvement. (CO5, K5) 10

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