

(i) Printed Pages : 2

Roll No. ....

(ii) Questions : 10

Sub. Code :

3 8 5 3

Exam. Code :

0 5 0 4

Master of Commerce 4<sup>th</sup> Semester

1059

**GROUP B : (HUMAN RESOURCE MANAGEMENT) TRAINING  
AND DEVELOPMENT (Same for USOL Candidates)**

**Paper–MC–408**

**Time Allowed : Three Hours]**

**[Maximum Marks : 80**

**Note :— Attempt five questions in all, selecting at least one question  
from each Unit. All questions carry equal marks.**

**UNIT–I**

1. Explain various skills required for successful trainer viz. internal and external trainer.
2. What is learning ? Discuss the various principles of learning which are relevant for imparting training to workers.
3. Explain various kinds of training and transfer of training.

**UNIT–II**

4. Write a descriptive note on Training Need Analysis of an organisation. Also describe benefits of the Training Need Analysis.
5. Explain the process of identification of training and development needs.

3853/FQZ-18202

1

[Turn over

### **UNIT-III**

6. Explain experiential and non-experiential methods of training.
7. Describe Development and Implementation of Training.
8. Explain three stages of training viz. preparatory, implementation and follow-up stage.

### **UNIT-IV**

9. Explain steps involved in training evaluation and various problems of evaluation.
10. "In training there is tangible cost but there is an intangible benefit". Discuss.