Birla Institute of Management LIBRARY M.P.

62230

Reg. No. | | | | | | | | |

III Semester M.B.A. (Day/Evening) Degree Examination, March/April - 2021

MANAGEMENT

Learning and Development Human Resources

(CBCS Scheme 2019-20)

Paper : 3.4.3

Time : 3 Hours **Maximum Marks : 70**

SECTION - A

Answer any **Five** questions. Each carries **5** marks. **(5×5=25)**

1. What are the benefits to the organisation in giving training to a new employee?
2. Explain the importance of Training Need Analysis.
3. Give a brief account of On-the-Job Training Methods.
4. What are the various Evaluation Instruments? Explain.
5. Analyse the critical issues in Career Development.
6. What are the objectives and functions of HRD?
7. In what way Soft skills and Personality Development Programmes will be helpful in practices of learning and development. Explain.

SECTION - B

Answer any **Three** questions. Each carries **10** marks. **(3×10=30)**

8. Discuss the steps involved in training and development process. Differentiate between training and development.
9. Narrate various factors which depict the Training Environment in an organisation.
10. Discuss the risk, safety and ethical issues in Outward Bound Learning.
11. Explain
    i. Kirkpatrick's Four Level Model
    ii. Kaufman's Five Level Model.

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SECTION - C

Compulsory Question. **(1×15=15)**

12. CASE STUDY

Elucidate the various modes of Online Classes which you underwent and experienced during the Covid-19 pandemic situation. Explain in detail its advantages and disadvantages.