

**BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI  
(END SEMESTER EXAMINATION)**

**CLASS: BBA  
BRANCH: BBA**

**SEMESTER : Vth  
SESSION : MO/2023**

**SUBJECT: MT323 TRAINING & DEVELOPMENT**

**TIME: 3 Hours**

**FULL MARKS: 50**

**INSTRUCTIONS:**

1. The question paper contains 5 questions each of 10 marks and total 50 marks.
  2. Attempt all questions.
  3. The missing data, if any, may be assumed suitably.
  4. Before attempting the question paper, be sure that you have got the correct question paper.
  5. Tables/Data hand book/Graph paper etc. to be supplied to the candidates in the examination hall.
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		CO	BL
Q.1(a)	Explain the concept of training? Differentiate between education and training.	[5]	1 1
Q.1(b)	Summarize the role, responsibilities and challenges of training department.	[5]	1 1,2
Q.2(a)	What is role play method? What are the guidelines for effective role-play?	[5]	2 2
Q.2(b)	What are the limitations of lecture method? What steps should be taken to increase the effectiveness of lecture method?	[5]	2 2
Q.3(a)	Define executive development and its significance.	[5]	3 1
Q.3(b)	Mention the requisites and challenges for the success of the management development programmes.	[5]	3 2
Q.4(a)	What is training design? Highlight important considerations to be kept in mind when designing a training programme.	[5]	4 1,2
Q.4(b)	What is the importance of person analysis? What is the significance of training need analysis?	[5]	4 1,2
Q.5(a)	Explain the concept of budgeting for training. List various costs of training and explain development cost, direct cost and participant cost.	[5]	5 1,2,3
Q.5(b)	Explain cost benefit analysis and its significance.	[5]	5 1,2

**:::::28/11/2023 E:::::**