

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

**CLASS: BBA  
BRANCH: BBA**

**SEMESTER : V  
SESSION : MO/2024**

**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)	What is Training and Development? Discuss in brief the Challenges to effective training?	[5]	1 2
Q.1(b)	Explain the concepts and Rationale of Training and Development Process?	[5]	1 2
Q.2(a)	Illustrate the Logic and Process of Learning?	[5]	2 3
Q.2(b)	On the job and Off the Job methods,	[5]	2 2
Q.3(a)	Explore the Importance of Executive Development Process?	[5]	3 4
Q.3(b)	What are the basic requisites and challenges for the success of the Management Development Programmes?	[5]	3 2
Q.4(a)	What is competence and role based training?	[5]	4 2
Q.4(b)	Recommend the criteria for Identifying Training Needs (Person Analysis, Task Analysis, Organization Analysis)?	[5]	4 5
Q.5(a)	Explain the Need for Evaluating Training in any organisation?	[5]	5 2
Q.5(b)	Write inbrief the methods of evaluating effectiveness of Training?	[5]	5 2

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