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

CLASS: BBA   SEMESTER : VI
BRANCH: BBA   SESSION : SP/2024

SUBJECT: MT323 TRAINING AND 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.

			CO	BL
Q.1(a)	Define - Training, Development and Education. Discuss various challenges to effective Training program.	[5]	1	U
Q.1(b)	Exemplify and illustrate Kolb's experiential learning cycle and Kolb's learning styles.	[5]	2	U
Q.2(a)	Differentiate between On the job and off the job training techniques. Explain benefits of Off the job techniques.	[5]	2	A
Q.2(b)	Define Executive Development program. Why is it important for the organizations and what are the various challenges that an organization faces implementing such programs.	[5]	3	U
Q.3(a)	Discuss Reinforcement Learning theory. Explain its implication with an example.	[5]	2	Apply
Q.3(b)	ABC pvt Ltd. spent $5,000 purchasing an LMS and developing a course, and it has 100 employees who are paid $35 an hour who do five hours of training. That's $17,500 for that time period. The company's learning system had no technical difficulties and went off without a hitch, accruing zero maintenance costs. That makes its total cost $22,500. And let's say your total benefits (the profits you made from sales) were $90,000. Calculate the percentage ROI to show the training impact.	[5]	5	Apply
Q.4(a)	Explain the steps involved in Kirkpatrick's model of Evaluation.	[5]	4	U
Q.4(b)	Critically evaluate the CIRO model of training evaluation.	[5]	5	U
Q.5(a)	Discuss the terms- competency, Competency Mapping and Competency framework.	[5]	5	A
Q.5(b)	Describe the FIVE STEP MODEL OF - Training need assessment. State methods of determining the Training Needs of an organization.	[5]	4	A

::::::30/04/2024::::::M