

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

**CLASS: BBA  
BRANCH: BBA**

**SEMESTER : VI  
SESSION : SP/2025**

**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.
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		CO	BL
Q.1(a)	“Learning organizations are the result of need based training processes”. Analyze this statement and identify the need of training and development.	[5] 1	3
Q.1(b)	‘Growing organizations are sustainable and adaptive’. Justify this statement and bring out the role of education and learning for business organizations.	[5] 1	5
Q.2(a)	Explain the intrinsic content of training methods? Justify its logic.	[5] 2	2
Q.2(b)	Differentiate between on the job and off the job training methods. What is the basis for their selection?	[5] 2	4
Q.3(a)	What is executive development? Rationally comment on its need for virtually managed organizations.	[5] 3	2
Q.3(b)	Analyze the prerequisites and challenges for the success of management development programs.	[5] 3	4
Q.4(a)	Explain the logic behind designing of training programs.	[5] 4	2
Q.4(b)	What is the importance of Person analysis, Task analysis and Organization analysis for desired outputs in training programs.	[5] 4	4
Q.5(a)	How can an evaluation process of a training program be made effective.	[5] 5	2
Q.5(b)	“Evaluation of training performance is an ongoing process”. Evaluate this statement and discuss the problems in evaluation of training programs.	[5] 5	5

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