

**BIRLA INSTITUTE OF TECHNOLOGY, MESRA, RANCHI
(MID SEMESTER EXAMINATIONS SP/2025)**

**CLASS: BBA
BRANCH: BBA**

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

SUBJECT: MT323 TRAINING & DEVELOPMENT

TIME: 02 Hours

FULL MARKS: 25

INSTRUCTIONS:

1. The question paper contains 5 questions each of 5 marks and total 25 marks.
 2. Attempt all questions.
 3. The missing data, if any, may be assumed suitably.
 4. Tables/Data handbook/Graph paper etc., if applicable, will be supplied to the candidates
-

			CO	BL
Q.1(a)	Define Training. Explain the advantages of training to the employees and the organization.	[2]	CO1	3
Q.1(b)	Give an overview on the rationale behind training in an industry?	[3]	CO1	3
Q.2(a)	Distinguish between Training and Development.	[2]	CO1	2
Q.2(b)	Explain the essential steps of an effective training program in an industry.	[3]	CO1	1
Q.3(a)	What are the major challenges faced by an organization while training the employees?	[2]	CO1	3
Q.3(b)	Conceptually distinguish between on the job training and off the job training methods.	[3]	CO1	2
Q.4(a)	Why case study method is useful for trainers?	[2]	CO2	4
Q.4(b)	What are the limitations of lecture method? What steps should be taken to increase the effectiveness of lecture method?	[3]	CO2	4
Q.5(a)	Define Learning. Discuss the factors that are responsible for individual differences in learning.	[2]	CO2	1
Q.5(b)	Briefly discuss the Learning process in an organization.	[3]	CO2	3

:04/03/2025:E