

Roll No. ....

Subject Code—2217

**M.B.A. EXAMINATION**

(Fourth Semester)

(2 Years—New Scheme)

OBH-412

**MANAGEMENT TRAINING AND  
DEVELOPMENT**

*Time : 3 Hours.*

*Maximum Marks : 100*

**Note :** Attempt any *Five* questions. All questions carry equal marks.

1. What do you mean by Training ? Describe various steps in training process. What are the objectives and outcomes of training in organizations and also discuss the challenges before training managers in changing business environment.

2. Describe the procedure to plan and manage training function. Bring out different approaches and strategies for managing training programmes.
3. Explain the process of 'training need assessment' and 'formulation of training objectives' and also bring out the factors affecting transfer of training.
4. What do you understand by Action Research ? Discuss the significance of Action Research for better training and also explain how it can be applicable to training for change in modern organizations ?
5. What do you mean by Learning ? Explain flexible learning and self managed learning programmes for managers ? Discuss their merits and limitations and also evaluate their effectiveness in reference to Indian Organizations.

6. What do you mean by Management Development ? What are the important issues in designing an effective development programme for senior managers to prepare them for managing change ? Discuss.
7. What are typical on the job training techniques ? Critically evaluate success of on the job training programmes and also bring out merits and demerits of on the job training.
8. What do you mean by evaluation of Training Programme ? How to evaluate the effectiveness of training programme ? What are limitations of evaluating the training programme and what you suggest for overcoming these limitations ?