

(i) Printed Pages : 2

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(ii) Questions : 9

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Exam. Code :

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Bachelor of Commerce 6th Semester (Hons.)
(2053)

MANAGEMENT STUDIES : TRAINING AND
DEVELOPMENT

Paper—BCH 609

Time Allowed : Three Hours]

[Maximum Marks : 80

Note :—Attempt **FOUR** questions from Unit I and **TWO** questions each from Unit II and III.

UNIT—I

1. Write short answers :

- (a) Difference between a training and development programme.
- (b) Organization of training and development programme.
- (c) Difference between coaching and mentoring.
- (d) Orientation and socialization.
- (e) Objectives of training.
- (f) Limitations of on the job training programme. 4×5

UNIT—II

2. Outline the steps involved in conducting a training programme. Also explain.
3. Explain the methods of off the job training programme.
4. Write down the need and importance of a training programme.
5. “Training techniques vary from organisation to organisation”. In the light of above statement, how to choose the right training techniques ? Explain. 2×15

UNIT—III

6. Write down the need to evaluate a training programme. Also explain the various methods of evaluating training and development programmes.
7. What are the problems faced in evaluating training and development programmes ? Explain.
8. Write down the principles that should be kept in mind while designing a sound employee development training programme.
9. Write notes on :
 - (a) Benefits of a good development programme.
 - (b) Competence based and role based training. 2×15