BRAINWARE UNIVERSITY

Term End Examination 2024-2025
Programme – BBA-2022
Course Name – Training and Development
Course Code - BBAD501H
(Semester V)

Full Marks : 60

Time : 2:30 Hours

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group-A
(Multiple Choice Type Question)

1 x 15=15

1. *Choose the correct alternative from the following :*

(i) Choose the right option:Training refers to the process of imparting _____ skills.
  - a) General
  - b) Specific
  - c) Important
  - d) Overall

(ii) Select the correct option: _____ is concerned more with career growth than immediate performance.
  - a) Training
  - b) Instruction
  - c) Education
  - d) Development

(iii) Select the correct option: Evaluation of training programs to establish how the process and outcomes can be improved is _____.
  - a) Summative evaluation
  - b) Formative evaluation
  - c) Net cost analysis
  - d) For high cost programs only

(iv) Choose the correct option: The knowledge, skills, expertise of an organization is known as _____.
  - a) Cultural diversity
  - b) Physical capital
  - c) Production capital
  - d) Human capital

(v) What is the primary goal of team-building exercises?
  - a) To develop individual skills
  - b) To enhance teamwork and collaboration
  - c) To identify employee weaknesses
  - d) To improve employee motivation

(vi) Programmed instruction is inferred as _____.
  - a) Group-learning method
  - b) Self-learning method
  - c) One-to-one learning method
  - d) None of these

(vii) Infer from the following a method that is used in group or organizational training needs assessment.

a) Consideration of current and projected changes

b) Rating scales

c) Interviews

d) Questionnaires

(viii) _____ infers a systematic and detailed analysis of jobs to determine job content, the necessary knowledge, skills, aptitudes, and required work behavior.

a) task analysis.

b) man power analysis

c) organisational analysis

d) none of these

(ix) _____ infers training aimed at addressing shortcomings in the behavior and performance of experienced employees.

a) orientation training

b) safety training

c) job training

d) remedial training

(x) The component of self-efficacy can be inferred to _____.

a) a person who believes they can manipulate their environment and control their fate

b) a person who believes they can learn the knowledge and skills and do the job

c) the ability to use fine motor skills

d) None of these

(xi) From an organizational analysis, infer a key outcome.

a) Job descriptions

b) Task lists

c) Identification of training gaps at the organizational level

d) Employee performance ratings

(xii) In task analysis, infer the element crucial for defining the performance standards.

a) Task frequency

b) Task complexity

c) Task accuracy and time taken

d) Task training requirements

(xiii) Identify the primary focus of "Process Evaluation" in training.

a) Assessing participant reactions

b) Evaluating the success of learning outcomes

c) Monitoring the implementation of the program design

d) dAnalyzing the budget allocation

(xiv) Identify the purpose of the feedback collected from training programs.

a) To terminate underperforming employees

b) To adjust salary increments

c) To modify future training programs based on successes and failures

d) To decide the location of future training sessions

(xv) Identify the training technique that immerses participants in real-world, hands-on experiences.

a) Simulation method

b) Lecture method

c) Case study method

d) Coaching

Group-B
(Short Answer Type Questions)   3 x 5=15

2. Define Training and Development.   (3)
3. What are the key objectives of training in an organization?   (3)
4. Explain task analysis as part of the training process.   (3)
5. Explain the concept of training needs assessment.   (3)
6. Justify the use of Computer-Based Training (CBT) over traditional training methods. (3)

OR

Justify the integration of multimedia in training programs.   (3)

Group-C

(Long Answer Type Questions)   5 x 6=30

7. Explain the relationship between Human Resource Development (HRD) and Human Resource (5)
    Management (HRM).
8. Show the importance of creating a supportive learning environment in maximizing learning   (5)
    outcomes.
9. Analyze the advantages and limitations of Computer-Based Training (CBT) in corporate   (5)
    learning environments.
10. Analyze the primary reasons for employee resistance to training programs in organizations.   (5)
11. Justify the need for managers to play an active role in mitigating resistance to training.   (5)
12. Justify the need for continuous evaluation throughout the lifecycle of a training program.   (5)

OR

Analyze the impact of e-learning on employee training and development in organizations.   (5)

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