



BRAINWARE UNIVERSITY

Term End Examination 2022

Programme – BBA-2018/BBA-2019/BBA-2020

Course Name – Training and Development

Course Code - BBA505H/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) The phrase "transfer of training" indicates to:
- | | |
|--|--|
| a) Moving training schedules around to accommodate production concerns | b) Freely sharing written training material with colleagues |
| c) Acquiring and evaluating skills during a training course | d) Implementing and maintaining new knowledge and skills back in the workplace |
- (ii) A key principle of adult learning illustrates that adults
- | | |
|---|--|
| a) Are keenly open to change | b) Tend to be problem centred |
| c) Do not need theoretical knowledge, just practical applications | d) Prefer a relaxing "lecture style" training delivery |
- (iii) The motivational component of self efficacy indicates to:
- | | |
|---|---|
| a) Is when a person believes they can manipulate their environment and control their fate | b) Is when a person believes they can learn the knowledge and skills and do the job |
| c) Relates to the ability to use fine motor skills | d) None of the above |
- (iv) . When structuring training objectives, the trainer should:
- | | |
|---|--|
| a) Give trainees a clear understanding of what to expect | b) Isolate all learning objectives in a single learning domain |
| c) Encourage trainees to evaluate whether they can omit certain course objectives | d) All of these |
- (v) 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 |
- (vi) Determine the following is (are) the benefit(s) of training
- | | |
|---------------------------|-----------------------|
| a) Increased productivity | b) Reduced accidents |
| c) Reduced supervision | d)) All of the above |
- (vii) Which of this is a step to calculate in training process?
- | | |
|-------------------|----------------------------|
| a) KSA deficiency | b) Provide proper feedback |
|-------------------|----------------------------|

- c) Obstacles in the system
 (viii) Calculate Which of the following is a learning principle?
 a) Recognition of individual differences
 b) Schedules of learning
 c) Transfer of learning
 d) All of the above
- (ix) is to estimate the process of increasing the general knowledge and understanding of employees.
 a) training.
 b) education.
 c) . training.
 d) all of these.
- (x) Demonstration type of training method is considered to train.
 a) workers.
 b) supervision.
 c) managers.
 d) all of these.
- (xi) Evaluation of training that takes place during program design and development is composed as:
 a) Formative Evaluation
 b) Summative evaluation
 c) Cross evaluation
 d) None of these
- (xii) Electronic performance support system (EPSS) compile as:
 a) captures, stores, and distributes individual and corporate knowledge assets
 b) enable individuals to achieve required levels of performance in the fastest possible time
 c) Both captures, stores, and distributes individual and corporate knowledge assets and enable individuals to achieve required levels of performance in the fastest possible time
 d) No one of these
- (xiii) Define Training refers to the process of imparting_____ skills.
 a) Specific
 b) General
 c) Important
 d) Over all
- (xiv) Match _____ is concerned more with career growth than immediate performance.
 a) Training
 b) Instruction
 c) Education
 d) Development
- (xv) Select _____ is tangible in nature.
 a) Development
 b) Training
 c) Learning
 d) None of the Above

Group-B

(Short Answer Type Questions)

3 x 5=15

2. State the reasons why do manager need training? (3)
3. Illustrate any three functions of training department. (3)
4. Interpret the procedure for identifying problem needs. (3)
5. Mention any one component of person analysis. (3)
6. What are usually manage to focus of training? (3)

OR

Write the procedure for identifying problem needs. (3)

Group-C

(Long Answer Type Questions)

5 x 6=30

7. Define training and development in the words of Lawrence S. Kleiman and write features of training (5)
8. Explain the different approaches of training need analysis. (5)
9. Sketch in favor and against of development of training objectives. (5)
10. Evaluate steps should be taken to increase the effectiveness of lecture method? (5)
11. Explain the importance of group discussion method? (5)

12. Justify the list of the typical topics of employee training. (5)

OR

Evaluate the principles of job evaluation. (5)
