SX/S-6/UG(P)—
BBA (XXIX) HR

2017

Time : 3 hours

Full Marks : 70

Candidates are required to give their answers in their own words as far as practicable.

The figures in the margin indicate full marks.

*Answer any **seven** questions.*

1. Name any two models of Training. Elaborate any one of them discussing its suitability.   1+9 = 10

2. What are the levels and types of training need analysis done in an organizational context ?   10

3. What are **on-the -job** and **off-the -job** training methods ? What are the advantages and disadvantages of off-the -job methods.   10

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4. What are the styles of learning given by David Kolbe ? How does a knowledge of this help in designing training programmes ?   10

5. According to Gilbert's Behavioural Engineering Model (BEM) what are the 'influences on behaviour' ? How does this model help in performance improvement and development ?

6+4 = 10

6. Write short notes on any **two** of the following :

2×5 = 10

(a) Modern Training Techniques

(b) Reynold's Learning Curves

(c) Adult Learning Principles

7. Discuss the CIRO model of Training evaluation. What are its drawbacks ?   8+2 = 10

8. How can participants' learning from a training programme be measured ? What should be the stages of training effectiveness evaluation ?

5+5 = 10

9. The Training and Development Department plays a very crucial role in Organizational growth and development. State your views 'for' and 'against' the statement.   5+5 = 10

10. Suppose you are the HR manager at Coal India Limited who has been assigned to plan a two day induction training programme for a batch of 50 mining engineers (to be posted at various subsidiaries of CIL) who have been freshly recruited. What all will you include in the training programme (training sessions) ? Draft a training schedule for the same.   10

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