

MAY 2016

**P/ID 77532/PMES/
PMBR4/PMSR4/MBNR4**

Time : Three hours

Maximum : 100 marks

PART A — (5 × 6 = 30 marks)

Answer any FIVE questions.

1. Explain the importance of training.
2. Explain the components of learning process.
3. Write a short note on Induction Training.
4. What are the factors to be considered while designing a training program?
5. Explain the features of simulation method of training.
6. Write a short note on Brain storming.
7. Explain the methods used to evaluate training programmes.
8. Explain the need of trainer's training.

PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

9. Explain the role of reinforcement learning in shaping behaviour of people in a desirable way.
10. Explain various off-the-job training methods.

11. Discuss the role of trainers in training programmes.
12. Explain the methods of identifying training needs.
13. Explain the features and advantages of management games.
14. Explain the merits and demerits of lecture method of training.
15. Explain the recent trends in training and development.
16. Discuss the components of an ideal training programme.

PART C — (1 × 20 = 20 marks)

Compulsory.

17. Case analysis:

Mr. Shyam, personnel manager for Canvas Tentage private limited, was faced with making a fast decision. The company had recently purchased a new sophisticated plant to replace the current conventional one. The vendor company had asked Mr. Shyam to send personnel from India to be trained in Japan. The decision facing Mr. Shyam was whether he should send the existing less

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educated but well experienced plant operators for training aboard or hire well educated and professionally qualified but inexperienced persons and send them to Japan for the required training.

Questions:

- (a) Evaluate Mr. Shyam's two alternatives.
 - (b) What other alternative should Mr. Shyam consider in preparing for the operation of his new plant?
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