

Reg. No. _____ Name: _____

APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY
FOURTH TRIMESTER MBA DEGREE EXAMINATION SEPT 2018

HR-T4-1: TRAINING AND DEVELOPMENT

Max. Marks: 60

Duration: 3 Hours

Part A

Answer all questions. Each question carries 2 marks

1. What do you mean by strategic training?
2. Distinguish between on-job and off-job training and give two examples of each of the training methods.
3. Discuss Learning organizations.
4. Differentiate between Formative and summative evaluation.
5. What is learning management system?

(5x2 marks = 10 marks)

Part B

Answer any 3 questions. Each question carries 10 marks

6. Describe how you would be analyzing the future training needs of your organization.
7. Identify a model or combination of models that is best for organizing the training function effectively in a an organization. Explain.
8. Discuss the major emphases of the identical elements, stimulus generalization, and cognitive theories of transfer.
9. You are the training manager of an automobile manufacturer .You are asked to design a training evaluation model for the supervisory training program. Discuss, what your suggested model would be?
10. What factors would you consider while designing an e-training program?

(3x10 marks = 30 marks)

Part C

Compulsory question, the question carries 20 marks

11. A Small group of U.S. plastic companies have enacted the Global Standards for plastic certification (GSPC) training program. The program is modeled after a series of globally reconciled protocols, to make certain workers have an in-depth knowledge of manufacturing, safety, quality and other elements of a business GSPC is the sole structured certification program in the world for plastic sector. It is available for nemrous processing strategies and has three levels of certification. Level-I concentrates on the general knowledge of a company, with limited processing instructions. Level-II focuses more on the manufacturing procedures and the ability to track and maintain product quality. Finally, Level-III focuses on advance knowledge of injection molding and the ability to use this information on the manufacturing floor. Every level mandates a larger comprehension of and responsibility for the business's specific procedure and the

facility overall , and to move on to the next level a worker must pass an oral standardized test

- a. Select the type of training that should be provided at each level? (5)
- b. Identify the learning theory that is applicable to each level. Discuss (7.5)
- c. Design an effective training program for each level of Global Standards for plastic certification (GSPC) training program. (7.5)

(20 marks)
