

GOVT. COLLEGE OF COMMERCE & ECONOMICS, BORDA, MARGAO GOA

B. Com. (Sem. III) SEMESTER END EXAMINATION, OCTOBER 2019

GE 4 –Training & Development

Duration: 02 Hours

Max. Marks: 80

- Instructions:
- 1) *Attempt all questions.*
 - 3) *Figures to the right indicate full marks.*
 - 4) *Answer sub questions in Q I & Q II in not more than 100 words.*
 - 5) *Answer questions III to VI in not more than 400 words.*
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Q. I Write Short notes on any four of the following: (4X4=16marks)

- 1) Training.
- 2) Approaches for Training Needs Assessment.
- 3) Importance of Curriculum Standards.
- 4) Follow up stage of training.
- 5) Experiential Methods.
- 6) Reasons for Evaluating Training.

Q. II Write Short notes on any four of the following: (4X4=16marks)

- 1) Training Guidelines.
- 2) Types of transfer of training.
- 3) Components of Assessing Curriculum Needs.
- 4) Preparatory Stage of Training.
- 5) Pre- training Assessment.
- 6) Utility Analysis.

Q.III A) What is a learning process? Explain the components of learning process. (12 marks)

OR

B) Explain the different kinds of training.

Q.IV A) Explain the steps needed to be taken for aligning learning goals with organizational objectives. (12 marks)

OR

B) Explain advantages and disadvantages of any two Needs Assessment Techniques.

Q. V A) Explain On-the-Job Training Methods.

(12 marks)

OR

B) Explain Off- the- Job Training Methods.

Q.VI A) What is Training Evaluation? Explain the different steps involved in Training Evaluation.

(12 marks)

OR

B) Explain Training Evaluation Methods.
