MCOSC-1.2B/C

Sl. No.

I Semester M.Com. Degree Examination, May/June - 2026

COMMERCE

Training and Development

(CBCS SLM Semester Scheme)

Course - VII

Time : 3 Hours **Maximum Marks : 80**

SECTION - A

Answer any Four questions. Each question carries Five marks. (4×5=20)

1. What are the different types of e-training used in employee skill enhancement.

2. State the different Development Coaching types.

3. Explain the steps in training need analysis.

4. What are the advantages of vestibule training?

5. Write a short note on Phillips ROI model on training programme evaluation.

6. List out the functions of trainers in training.

SECTION - B

Answer any Three questions. Each question carries Ten marks. (3×10=30)

7. Explain the methods of evaluating the training programme.

8. How does using the learning curve help the organisations to design the training programme for the development of employees.

9. What are the ways and means to identify the needs of training individually? Explain.

10. Explain the various factors to be considered in designing and conducting a training programme.

11. Describe the Kirkpatrick's model for evaluating training programmes effectiveness.

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SECTION - C

Answer any Two questions. Each question carries Fifteen marks. (2×15=30)

12. Discuss the role of trainers and line managers in evaluating training programmes in multinational companies.

13. Human Resource managers opine "On-the-job training methods are comparatively more effective than off-the-job training methods" - Discuss.

14. Explain the role of organisations' actions and programs undertaken for the career development of their employees.

15. What are the different methods and techniques used in student-centred training programmes? Explain how simulations help in better training of students.

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