MCOSC-1.2B/C

Sl.No. :

Total No. of Pages : 2

First Semester M.Com. Degree Examination, June - 2025
(CBCS) (SLM Scheme)
COMMERCE (Soft Core Stream)
Course - II : Training and Development

Time : 3 Hours **Max. Marks : 80**

SECTION - A

Answer any Four questions. Each question carries Five marks. [4 × 5 = 20]

Q1) Write a note on training used in employee skill enhancement.

Q2) List out contemporary issues in training & Development.

Q3) What are the steps in training need analysis.

Q4) What are the advantages of vestibule training?

Q5) Give an account of training and development in HRD.

Q6) Explain briefly the skill and functions of trainers in training process.

SECTION - B

Answer any Three questions. Each question carries Ten marks. [3 × 10 = 30]

Q7) Explain the methods of evaluating the training programme.

Q8) How does using the learning curve help organisations cope with different problems? Explain.

Q9) What are the ways and means to identify the needs of training individually? Explain.

Q10) Explain the various factors to be considered in designing and conducting a training programme.

Q11) Critically analyse Kirkpatrick's model for evaluating training programmes effectiveness.

SECTION - C

Answer any Two questions. Each question carries Fifteen marks. [2 × 15 = 30]

Q12) Discuss the role of trainers and line managers in evaluating training programmes in multinational companies.

Q13) Human Resource managers opine "On-the-job training methods are comparatively more effective than off-the-job training methods' Discuss.

Q14) Explain the role of organisations' actions and programs undertaken for the career development of their employees.

Q15) 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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