

School of Management and Business Studies
Department of Management
MBA-III Semester Examination -December 2025
Training and Development
MBA-GE-HR-03

Roll No...

Duration: 2.5 Hour

Max.Marks -60

(12X5=60)

Note: Attempt any Five Questions; all questions carry equal marks

Q1: Explain the components of an effective Training and Development system. How should an organisation structure and organise its training department?

Q2: A large organisation wants to launch a structured diversity training program to promote inclusion. Develop the training design, contents, delivery plan, and expected outcomes.

Q3: As an HR specialist, design a comprehensive training evaluation plan for a leadership development program, detailing tools, data sources, and methods.

Q4: Explain TNA at different levels—organisational analysis, task/job analysis, and individual analysis. Provide relevant examples.

Q5: Describe the qualities and skills of an effective trainer. Why are these essential for achieving training outcomes?

Q6: Discuss the major steps involved in designing a training and development program. Explain with a structured model.

Q7: Explain Kirkpatrick's Four-Level Evaluation Model in detail. How can organisations apply it effectively?

Q8: Explain how training and development can be strategically linked to an organisation's goals. Give suitable examples.