



SEM	CATEGORY	COMPONENT	COURSE CODE	COURSE TITLE
VI	PART-III	CORE	U21BB615	TRAINING AND DEVELOPMENT

Date & Session:04.11.2025/FN

Time: 3 hours

**Maximum: 75 Marks**

Course Outcome	Bloom's K-level	Q. No.	<b>SECTION – B (5 X 5 = 25 Marks)</b> <b>Answer ALL Questions choosing either (a) or (b)</b>
CO1	K3	11a.	Explain the difference between training and development with suitable examples.  <b>(OR)</b>
CO1	K3	11b.	What are the methods and techniques of Training Need Analysis (TNA)?
CO2	K3	12a.	What are the important considerations while designing a training program?  <b>(OR)</b>
CO2	K3	12b.	Discuss the types of costs involved in a training program.
CO3	K4	13a.	Write a short note on principles of learning.  <b>(OR)</b>
CO3	K4	13b.	Explain Herzberg's Two-factor Theory of Motivation.
CO4	K4	14a.	Differentiate between On-the-job and Off-the-job training methods.  <b>(OR)</b>
CO4	K4	14b.	What are the logistical and physical arrangements required for training implementation?
CO5	K5	15a.	Explain the importance of management development in modern organizations.  <b>(OR)</b>
CO5	K5	15b.	What are the sources of knowledge and skills for management development?

Course Outcome	Bloom's K-level	Q. No.	<b>SECTION – C (5 X 8 = 40 Marks)</b> <b>Answer ALL Questions choosing either (a) or (b)</b>
CO1	K3	16a.	Explain the scope and objectives of training in modern organizations.  <b>(OR)</b>
CO1	K3	16b.	Discuss the types, methods, and approaches of Training Need Analysis (TNA)
CO2	K4	17a.	What are the important considerations and constraints while designing a training program?  <b>(OR)</b>
CO2	K4	17b.	Explain the factors affecting training design with suitable examples
CO3	K4	18a.	Discuss the different theories of learning and their relevance in training.  <b>(OR)</b>
CO3	K4	18b.	Explain Vroom's Expectancy Theory of Motivation and its application in the workplace.
CO4	K5	19a.	Compare and contrast On-the-job and Off-the-job training methods with examples.  <b>(OR)</b>
CO4	K5	19b.	Discuss the various training methods such as lecture, group discussion, case study, and role-play.
CO5	K5	20a.	Explain the importance and implications of management development in organizations.  <b>(OR)</b>
CO5	K5	20b.	Discuss the sources of knowledge and skills required for effective management development.